

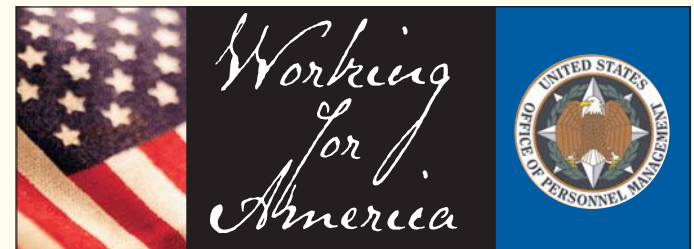


**FEDERAL CIVILIAN
WORKFORCE STATISTICS**

THE FACT BOOK

2007 EDITION

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



INTRODUCTION

THE FACT BOOK is produced annually by the U.S. Office of Personnel Management (OPM) as a convenient reference suitable for a variety of audiences. It contains descriptive statistical information, using tables and charts, about many aspects of the Executive Branch workforce. **Note that data for the U.S. Postal Service are excluded from all tables except those on pages 8 and 64, and the tables in Part 4.** Both historical and current data are displayed, resulting in a comprehensive snapshot of the Federal worker -- personal and professional characteristics, employment levels, and benefit payments and contributions. The statistical tables and charts in *THE FACT BOOK* are based on data from a wide range of sources, each of which is cited on the appropriate page with telephone contacts and email addresses if available.

The 1998 through 2006 editions are available to the public in electronic format. You may download a copy of the most recent version of this publication, and the previous 6 years, from our web page at <http://www.opm.gov/feddata/factbook/index.htm>. Our web page provides versions of *THE FACT BOOK* in Hypertext Markup Language (html), Excel (xls), and Adobe Acrobat's Portable Document Format (pdf), which requires the Acrobat Reader for viewing and printing. You may obtain the Acrobat Reader by following the "PDF HELP" link on the *FACT BOOK* page. Acrobat uses hypertext and electronic bookmarks to help the reader navigate throughout the document.

THE FACT BOOK is designed to provide you with an easy-to-use document. We welcome your comments and suggestions for its improvement. For more information, please call Theresa E. Neal at (202) 606-2942, or email to: teneal@opm.gov.

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Part 1:

Employee Demographics

Trend of Federal Civilian Employment, 2000 - 2006

(in thousands)

| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|--------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Total, Federal Civilian | 2,708.1 | 2,710.0 | 2,715.5 | 2,725.9 | 2,713.2 | 2,700.9 | 2,700.3 |
| <i>% change*</i> | -2.9 | -2.8 | 0.3 | 0.6 | -0.1 | -0.9 | -0.5 |
| Washington, D.C., CBSA** | 325.9 | 325.8 | 334.1 | 336.2 | 332.5 | 324.0 | 344.4 |
| <i>% change*</i> | 0.8 | 0.7 | 2.5 | 3.2 | -0.5 | -3.6 | 3.6 |
| Overseas | 88.7 | 89.7 | 90.8 | 92.7 | 92.6 | 90.9 | 88.7 |
| <i>% change*</i> | -14.9 | -13.9 | 2.4 | 3.3 | 2.0 | -1.9 | -4.2 |
| Legislative Branch | 31.2 | 30.4 | 30.9 | 31.5 | 30.0 | 30.8 | 29.4 |
| <i>% change*</i> | 2.3 | -0.3 | -1.0 | 3.6 | -2.9 | -2.2 | -2.0 |
| Judicial Branch | 32.2 | 33.8 | 34.7 | 34.7 | 33.8 | 34.0 | 33.7 |
| <i>% change*</i> | 1.6 | 6.6 | 7.8 | 2.7 | -2.6 | -2.0 | -0.3 |
| Executive Branch | 2,644.8 | 2,645.7 | 2,649.9 | 2,659.6 | 2,649.3 | 2,636.3 | 2,637.1 |
| <i>% change*</i> | -3.0 | -3.0 | 0.2 | 0.5 | 0.0 | -0.9 | -0.5 |
| Department of Defense | 676.3 | 671.6 | 670.2 | 664.5 | 668.2 | 671.3 | 675.7 |
| <i>% change*</i> | -5.8 | -6.4 | -0.9 | -1.1 | -0.3 | 1.0 | 1.1 |
| Non-Department of Defense | 1,107.8 | 1,126.3 | 1,168.1 | 1,207.3 | 1,213.5 | 1,201.0 | 1,203.9 |
| <i>% change*</i> | -2.6 | -1.0 | 5.4 | 7.2 | 3.9 | -0.5 | -0.8 |
| United States Postal Service | 860.7 | 847.8 | 811.6 | 787.8 | 767.6 | 764.0 | 757.4 |
| <i>% change*</i> | -1.2 | -2.7 | -5.7 | -7.1 | -5.4 | -3.0 | -1.3 |

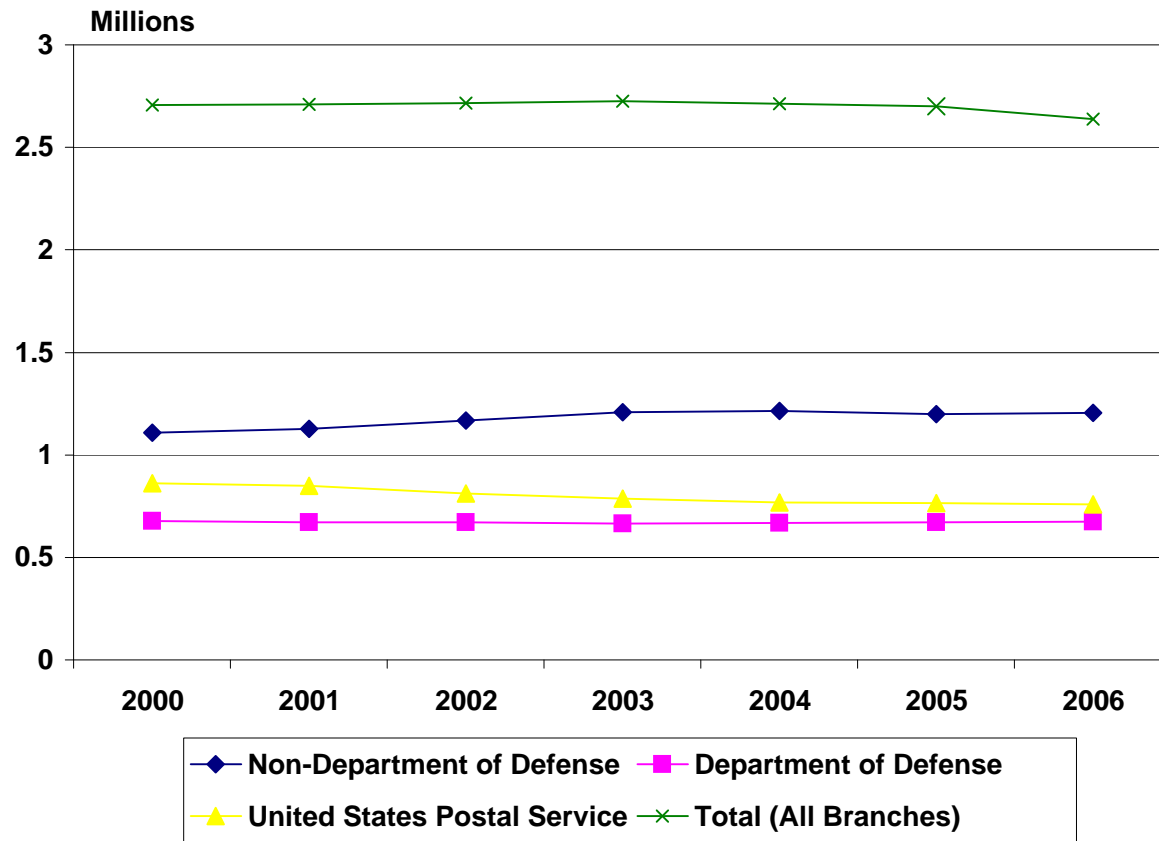
Note: All data are as of September 30th.

*Represents percent change from the prior year.

**Washington, D.C. Core Based Statistical Area (CBSA) includes the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties in Maryland; Arlington, Clarke, Fairfax, Fauquier, Loudoun, Prince William, Spotsylvania, Stafford, and Warren Counties, and Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park Cities in Virginia; and Jefferson Counties in West Virginia.

Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-2379 fedstats@opm.gov

Trend of Federal Civilian Employment 2000 - 2006



Trend of Employment, 1997-2006

Individual Characteristics

| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|---|------|------|------|------|------|------|------|------|------|------|
| Average Age ^a | 45.2 | 45.6 | 45.9 | 46.3 | 46.5 | 46.5 | 46.7 | 46.8 | 46.9 | 46.9 |
| Average Length of Service ^a | 16.3 | 16.6 | 16.9 | 17.1 | 17.1 | 16.8 | 16.8 | 16.6 | 16.4 | 16.3 |
| Retirement Eligible ^b | | | | | | | | | | |
| Civil Service Retirement System | 12% | 13% | 15% | 17% | 19% | 23% | 27% | 30% | 33% | 37% |
| Federal Employees Retirement System | 7% | 8% | 10% | 11% | 10% | 11% | 12% | 13% | 13% | 13% |
| College-Conferred (Bachelor's Degree or higher) | 40% | 40% | 40% | 41% | 41% | 41% | 41% | 42% | 43% | 43% |
| Gender | | | | | | | | | | |
| Men | 56% | 56% | 55% | 55% | 55% | 55% | 55% | 56% | 56% | 56% |
| Women | 44% | 44% | 45% | 45% | 45% | 45% | 45% | 44% | 44% | 44% |

Note: All data are as of September 30th.

a. Data shown for "Average Age" and "Average Length of Service" represent full-time permanent employees.

b. Data shown for "Retirement Eligible" represent full-time permanent employees under the Civil Service Retirement System (excluding hires since January 1984), and the Federal Employees Retirement System (since January 1984).

Trend of Employment, 1997 - 2006

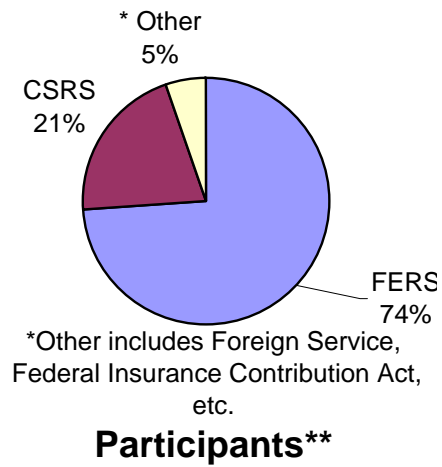
Individual Characteristics

| <i>(continued from previous page)</i> | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Race/National Origin | | | | | | | | | | |
| Total Minorities | 29.4% | 29.7% | 30.0% | 30.4% | 30.6% | 30.8% | 31.1% | 31.4% | 31.7% | 32.1% |
| Black | 16.7% | 16.7% | 17.0% | 17.1% | 17.1% | 17.0% | 17.0% | 17.0% | 17.0% | 17.2% |
| Hispanic | 6.2% | 6.4% | 6.5% | 6.6% | 6.7% | 6.9% | 7.1% | 7.3% | 7.4% | 7.5% |
| Asian/Pacific Islander | 4.4% | 4.5% | 4.4% | 4.5% | 4.6% | 4.7% | 4.8% | 5.0% | 5.1% | 5.1% |
| American Indian/ Alaska Native | 2.1% | 2.1% | 2.1% | 2.2% | 2.2% | 2.2% | 2.1% | 2.1% | 2.1% | 2.1% |
| Disabled | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% |
| Veterans Preference | 25% | 25% | 25% | 24% | 24% | 23% | 22% | 22% | 22% | 22% |
| Vietnam Era Veterans | 15% | 14% | 14% | 14% | 13% | 13% | 13% | 12% | 11% | 10% |
| Retired Military | 4.2% | 3.9% | 3.9% | 3.9% | 4.2% | 4.4% | 4.6% | 4.9% | 5.4% | 5.7% |
| Retired Officers | 0.5% | 0.5% | 0.5% | 0.5% | 0.6% | 0.7% | 0.8% | 0.9% | 1.0% | 1.1% |

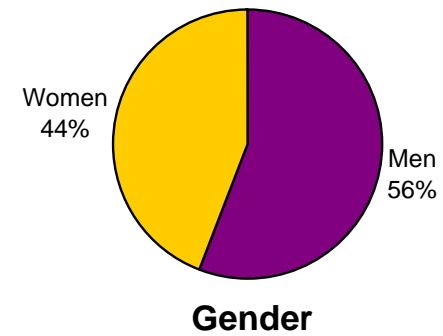
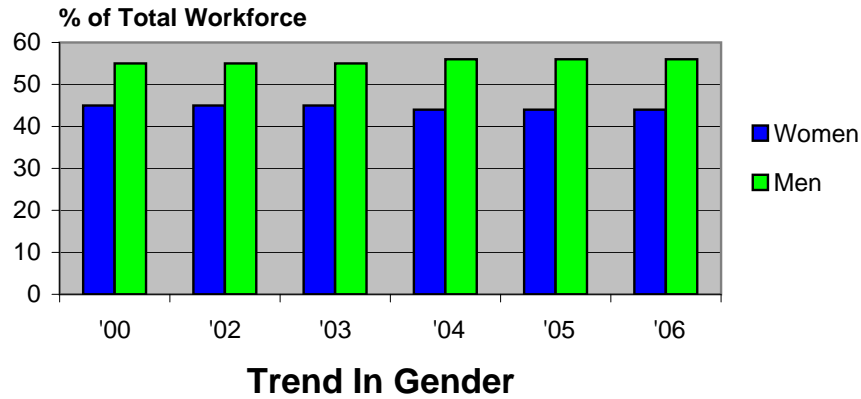
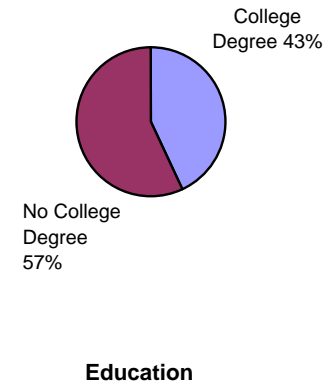
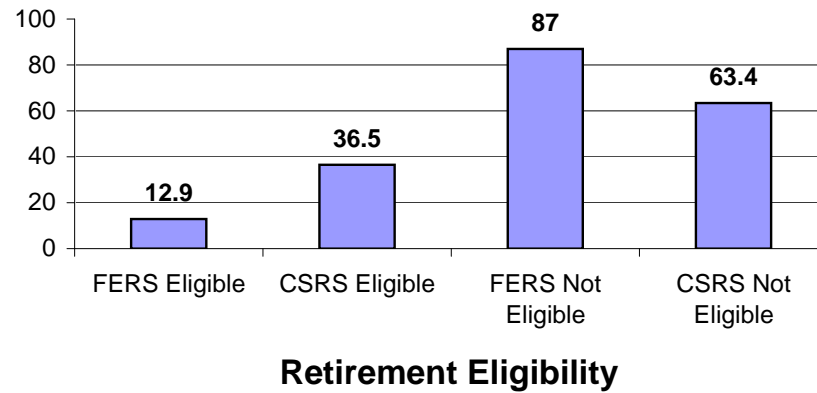
Note: All data are as of September 30th.

The "Typical" Federal Civilian Employee, 2006

Individual Characteristics



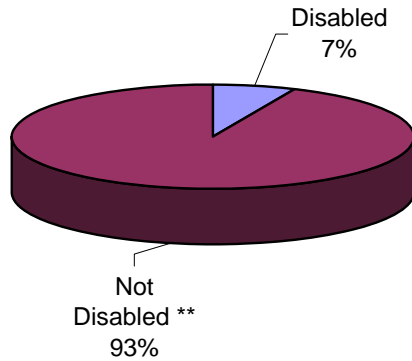
FERS = Federal Employees Retirement System
 CSRS = Civil Service Retirement System



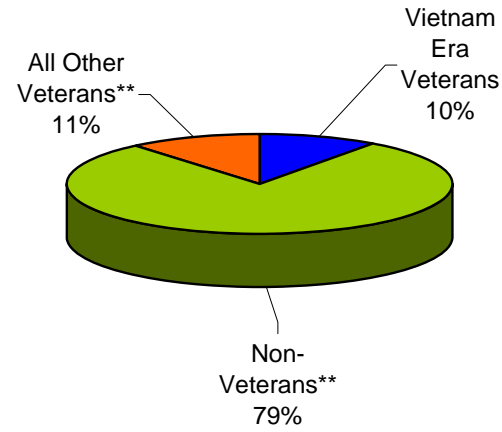
The "Typical" Federal Civilian Employee, 2006

Individual Characteristics (Continued)

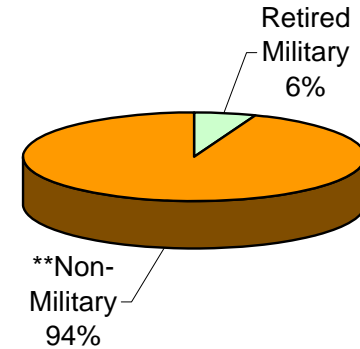
Disability



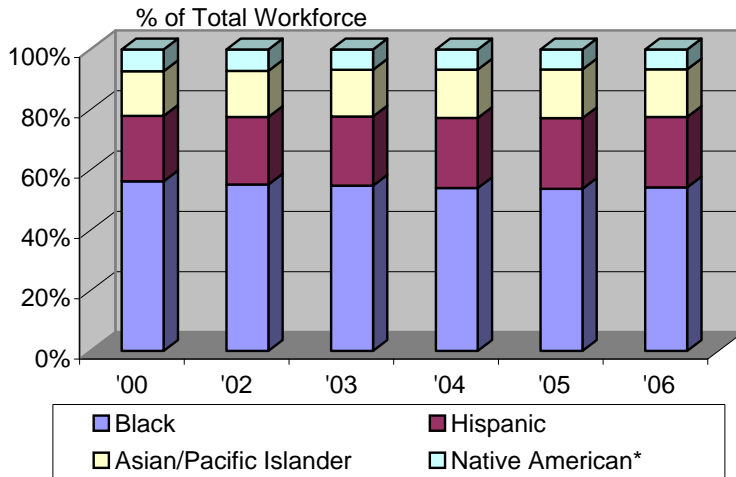
Veteran Status



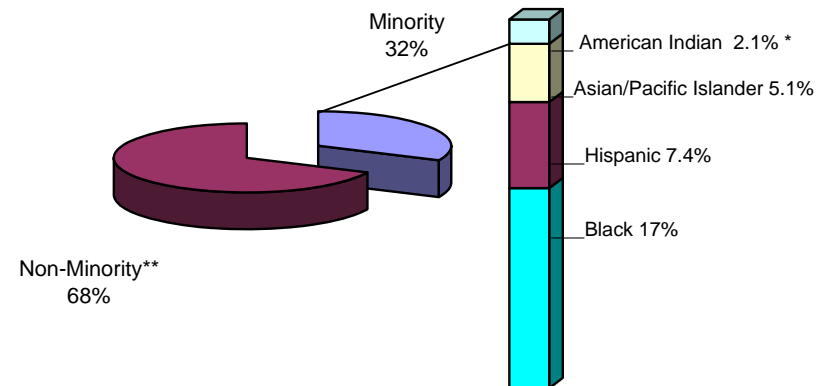
Retired Military Status



Minority Groups



Minority Status



** Data shown are excluded from the source tables.

Trend of Employment, 1997 - 2006

Job Characteristics

| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Annual Base Salary | | | | | | | | | | |
| Washington, DC- | \$43,187 | \$44,902 | \$46,560 | \$48,764 | \$51,618 | \$53,959 | \$56,400 | \$61,714 | \$64,175 | \$66,372 |
| MD-VA-WV Core Based Statistical Area | \$55,565 | \$58,506 | \$61,198 | \$64,969 | \$68,239 | \$72,078 | \$75,817 | \$79,695 | \$83,398 | \$86,444 |
| Average GS Grade | | | | | | | | | | |
| Washington, DC- | 9.3 | 9.4 | 9.4 | 9.5 | 9.5 | 9.6 | 9.7 | 9.8 | 9.8 | 9.8 |
| MD-VA-WV Core Based Statistical Area | 11.1 | 11.1 | 11.1 | 11.3 | 11.4 | 11.5 | 11.6 | 11.7 | 11.7 | 11.8 |
| Pay System | | | | | | | | | | |
| General Schedule | 73% | 72% | 72% | 72% | 73% | 72% | 71% | 71% | 71% | 70% |
| Wage Systems | 14% | 13% | 13% | 13% | 12% | 12% | 11% | 11% | 11% | 11% |
| Others | 13% | 15% | 15% | 15% | 15% | 16% | 18% | 18% | 18% | 19% |
| Occupational Category | | | | | | | | | | |
| White-Collar | 86% | 86% | 87% | 87% | 87% | 88% | 88% | 89% | 89% | 89% |
| Professional | 24% | 24% | 24% | 24% | 24% | 24% | 24% | 24% | 24% | 24% |
| Administrative | 28% | 29% | 29% | 30% | 31% | 32% | 32% | 33% | 34% | 35% |
| Blue-Collar | 14% | 14% | 13% | 13% | 13% | 12% | 12% | 11% | 11% | 11% |
| Supervisory Status | | | | | | | | | | |
| Supervisors/Managers | 11.2% | 11.1% | 10.9% | 11.1% | 11.1% | 11.0% | 11.0% | 11.1% | 11.3% | 11.5% |
| Permanent Appointments | | | | | | | | | | |
| Full-time Permanent | 90% | 90% | 90% | 91% | 91% | 91% | 91% | 91% | 91% | 91% |
| | 88% | 88% | 87% | 88% | 88% | 89% | 88% | 88% | 88% | 88% |

Notes: All data are as of September 30th of selected year.

Data shown for "Annual Base Salary" represent average for full-time permanent employees.

Trend of Employment, 1997 - 2006

Job Characteristics

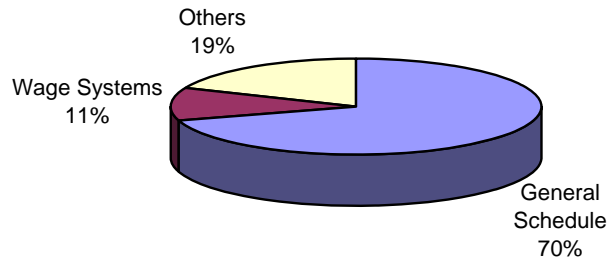
(continued from previous page)

| | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|--|------|------|------|------|------|------|------|------|------|------|
| Work Schedule | | | | | | | | | | |
| Full-time | 93% | 93% | 94% | 94% | 94% | 94% | 94% | 94% | 94% | 94% |
| Part-time | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 4% | 4% | 4% |
| Intermittent | 4% | 4% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% |
| Service | | | | | | | | | | |
| Competitive | 77% | 77% | 77% | 77% | 77% | 75% | 73% | 73% | 72% | 72% |
| Excepted & Senior | | | | | | | | | | |
| Executive Service | 23% | 23% | 23% | 23% | 23% | 25% | 27% | 27% | 28% | 28% |
| Agency | | | | | | | | | | |
| Department of Defense | 40% | 39% | 39% | 38% | 37% | 36% | 35% | 35% | 36% | 36% |
| Department of Homeland Security | N/A | N/A | N/A | N/A | N/A | N/A | 13% | 13% | 13% | 13% |
| Department of Veterans Affairs | 13% | 13% | 12% | 12% | 13% | 12% | 9% | 9% | 9% | 9% |
| All Others | 47% | 48% | 49% | 50% | 50% | 52% | 44% | 43% | 43% | 42% |
| Geographic Location | | | | | | | | | | |
| United States | 97% | 96% | 96% | 96% | 97% | 97% | 97% | 97% | 97% | 97% |
| Washington, DC - | | | | | | | | | | |
| MD - VA - WV Core Based Statistical Area | 15% | 15% | 16% | 16% | 16% | 16% | 16% | 16% | 15% | 15% |

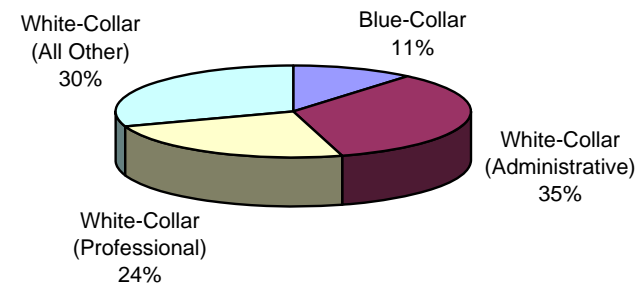
Note: All data are as of September of selected year. The Department of Homeland Security was created in 2003.

The "Typical" Federal Civilian Employee, 2006 Job Characteristics

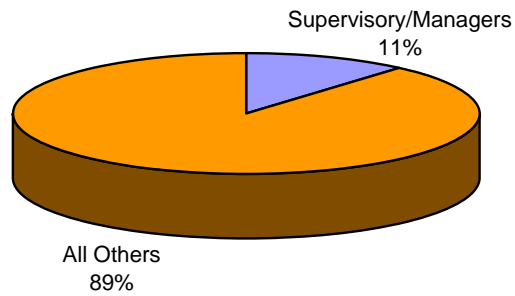
Pay System



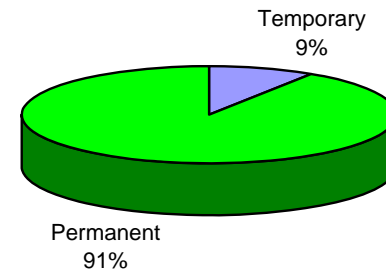
Occupational Category



Supervisory Status



Tenure

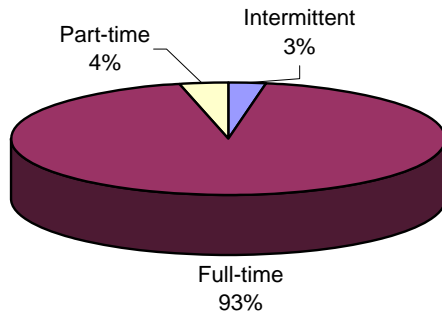


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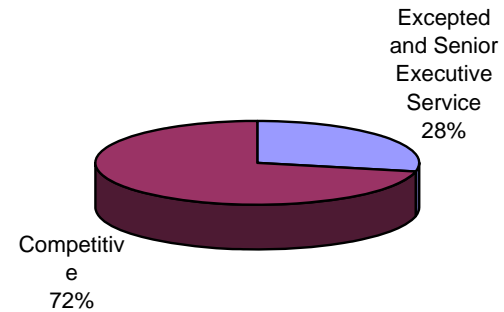
The "Typical" Federal Civilian Employee, 2006

Job Characteristics (Continued)

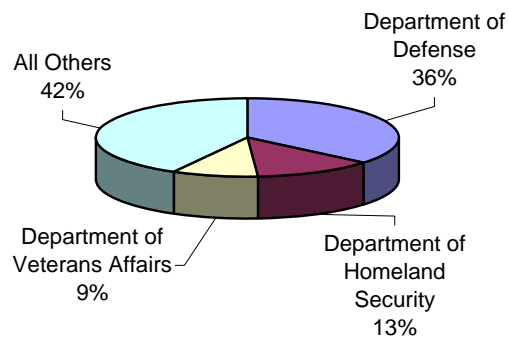
Work Schedule



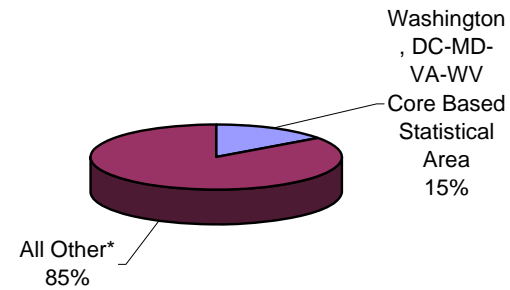
Service



Employing Agency



Geographic Location



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* Data shown are excluded from the source tables.

Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State

As of March 31, 2006

| STATE | TOTAL | | GENERAL SCHEDULE | | FEDERAL WAGE SYSTEMS | | OTHER ACTS AND ADMINISTRATIVELY DETERMINED | |
|----------------------|---------------------|----------------|---------------------|----------------|----------------------|----------------|--|----------------|
| | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY |
| ALABAMA | 33,997 | \$64,078 | 27,339 | \$68,007 | 5,013 | \$39,024 | 1,645 | \$75,267 |
| ALASKA | 11,922 | \$56,525 | 8,350 | \$53,526 | 1,870 | \$58,597 | 1,702 | \$68,940 |
| ARIZONA | 33,871 | \$55,393 | 25,714 | \$56,514 | 4,366 | \$45,232 | 3,791 | \$59,455 |
| ARKANSAS | 12,090 | \$54,176 | 8,855 | \$55,160 | 1,997 | \$39,671 | 1,238 | \$70,559 |
| CALIFORNIA | 139,804 | \$66,212 | 108,311 | \$66,354 | 14,520 | \$47,278 | 16,973 | \$81,501 |
| COLORADO | 33,196 | \$67,679 | 27,846 | \$67,715 | 1,962 | \$45,635 | 3,388 | \$80,161 |
| CONNECTICUT | 6,854 | \$66,343 | 5,033 | \$67,580 | 800 | \$44,748 | 1,021 | \$77,145 |
| DELAWARE | 2,864 | \$57,176 | 1,947 | \$56,978 | 709 | \$49,422 | 208 | \$85,465 |
| DISTRICT OF COLUMBIA | 138,622 | \$87,195 | 118,613 | \$84,867 | 5,058 | \$50,577 | 14,942 | \$118,104 |
| FLORIDA | 71,858 | \$60,807 | 52,882 | \$61,992 | 6,753 | \$42,061 | 12,223 | \$66,046 |
| GEORGIA | 66,314 | \$61,376 | 50,837 | \$61,950 | 8,967 | \$44,680 | 6,510 | \$79,877 |
| HAWAII | 20,759 | \$55,470 | 14,117 | \$54,980 | 5,292 | \$57,501 | 1,350 | \$52,617 |
| IDAHO | 7,788 | \$58,057 | 6,406 | \$58,838 | 892 | \$47,558 | 490 | \$66,988 |
| ILLINOIS | 42,382 | \$67,385 | 31,867 | \$67,059 | 3,677 | \$47,149 | 6,838 | \$79,789 |
| INDIANA | 18,577 | \$60,658 | 14,304 | \$59,185 | 2,181 | \$47,944 | 2,092 | \$83,849 |
| IOWA | 7,468 | \$55,799 | 5,438 | \$56,050 | 1,132 | \$44,742 | 898 | \$68,221 |
| KANSAS | 15,796 | \$57,528 | 11,848 | \$54,527 | 1,903 | \$48,051 | 2,045 | \$83,727 |
| KENTUCKY | 20,737 | \$52,242 | 16,058 | \$51,415 | 2,245 | \$42,860 | 2,434 | \$66,338 |
| LOUISIANA | 19,011 | \$57,446 | 14,803 | \$58,195 | 2,429 | \$44,585 | 1,779 | \$68,770 |
| MAINE | 9,128 | \$57,336 | 5,818 | \$62,420 | 2,809 | \$44,889 | 501 | \$68,440 |
| MARYLAND | 103,438 | \$79,319 | 89,605 | \$78,855 | 4,698 | \$48,404 | 9,135 | \$99,841 |
| MASSACHUSETTS | 24,532 | \$67,035 | 19,130 | \$67,386 | 2,102 | \$45,438 | 3,300 | \$78,758 |
| MICHIGAN | 23,345 | \$65,576 | 18,087 | \$65,969 | 1,951 | \$52,201 | 3,307 | \$71,326 |
| MINNESOTA | 14,298 | \$62,953 | 10,202 | \$60,053 | 1,484 | \$48,484 | 2,612 | \$82,478 |
| MISSISSIPPI | 16,576 | \$56,978 | 12,759 | \$59,291 | 2,784 | \$40,693 | 1,033 | \$72,319 |
| MISSOURI | 32,947 | \$56,159 | 27,276 | \$55,099 | 2,662 | \$45,051 | 3,009 | \$75,592 |
| MONTANA | 8,858 | \$55,997 | 7,380 | \$56,348 | 955 | \$49,494 | 523 | \$62,906 |
| NEBRASKA | 8,826 | \$57,406 | 7,181 | \$58,663 | 916 | \$40,736 | 729 | \$65,849 |
| NEVADA | 9,146 | \$59,831 | 6,250 | \$61,070 | 802 | \$52,124 | 2,094 | \$59,091 |
| NEW HAMPSHIRE | 3,433 | \$75,990 | 2,164 | \$66,520 | 256 | \$45,666 | 1,013 | \$103,848 |
| NEW JERSEY | 26,682 | \$72,313 | 21,275 | \$74,603 | 2,301 | \$49,616 | 3,105 | \$73,478 |

Average Adjusted Basic Salaries and Full-Time Employment by Pay System and State

As of March 31, 2006

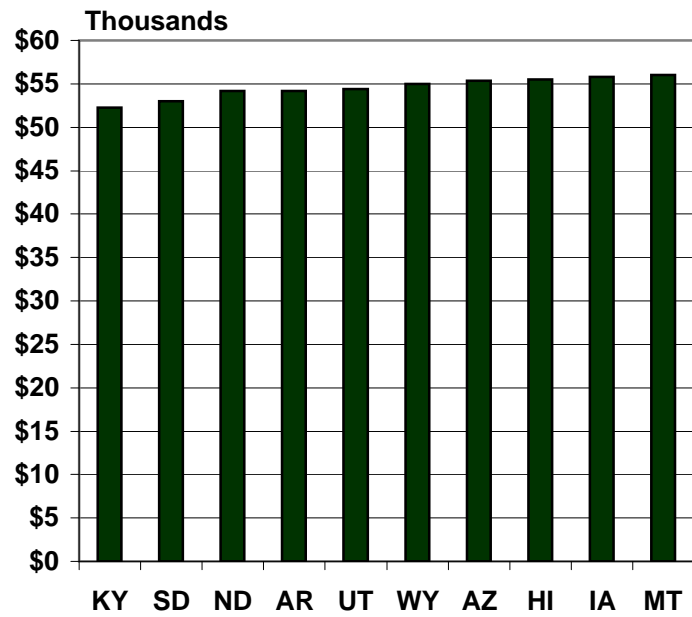
| STATE | TOTAL | | GENERAL SCHEDULE | | FEDERAL WAGE SYSTEMS | | OTHER ACTS AND ADMINISTRATIVELY DETERMINED | |
|----------------|---------------------|-----------------|---------------------|-----------------|----------------------|-----------------|--|-----------------|
| | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY |
| OHIO | 41,445 | \$67,638 | 33,978 | \$67,301 | 2,942 | \$48,339 | 4,525 | \$82,733 |
| OKLAHOMA | 33,652 | \$56,603 | 20,903 | \$58,697 | 9,299 | \$46,260 | 3,450 | \$71,793 |
| OREGON | 17,649 | \$60,818 | 13,652 | \$61,935 | 2,287 | \$52,527 | 1,710 | \$62,999 |
| PENNSYLVANIA | 62,486 | \$59,092 | 47,263 | \$60,913 | 9,640 | \$43,575 | 5,583 | \$70,589 |
| RHODE ISLAND | 5,882 | \$73,502 | 4,796 | \$76,441 | 448 | \$40,450 | 638 | \$74,632 |
| SOUTH CAROLINA | 17,158 | \$57,057 | 13,474 | \$58,293 | 2,248 | \$42,011 | 1,436 | \$69,020 |
| SOUTH DAKOTA | 7,166 | \$53,000 | 5,125 | \$54,435 | 953 | \$42,764 | 1,087 | \$55,210 |
| TENNESSEE | 23,514 | \$57,349 | 17,228 | \$55,954 | 2,492 | \$41,692 | 3,794 | \$73,956 |
| TEXAS | 113,364 | \$59,618 | 85,297 | \$60,157 | 14,446 | \$42,699 | 13,621 | \$74,180 |
| UTAH | 27,438 | \$54,379 | 19,202 | \$55,300 | 6,231 | \$46,527 | 2,005 | \$69,964 |
| VERMONT | 3,537 | \$57,279 | 2,924 | \$57,890 | 321 | \$41,834 | 292 | \$68,139 |
| VIRGINIA | 121,337 | \$73,224 | 95,924 | \$75,489 | 14,739 | \$43,315 | 10,674 | \$94,200 |
| WASHINGTON | 45,948 | \$62,571 | 31,289 | \$63,875 | 10,744 | \$53,530 | 3,915 | \$76,970 |
| WEST VIRGINIA | 13,292 | \$58,964 | 10,770 | \$59,439 | 1,332 | \$44,180 | 1,190 | \$71,289 |
| WISCONSIN | 11,494 | \$57,404 | 8,559 | \$57,327 | 1,424 | \$44,874 | 1,511 | \$69,621 |
| WYOMING | 4,759 | \$54,952 | 3,708 | \$55,437 | 802 | \$47,848 | 249 | \$70,622 |
| UNSPECIFIED 1/ | 20,272 | \$70,828 | 19,999 | \$70,688 | 189 | \$49,213 | 84 | \$152,873 |
| TOTALS | 1,674,026 | \$65,516 | 1,298,564 | \$66,262 | 189,977 | \$46,003 | 185,474 | \$80,283 |

1/ - INCLUDES RECORDS WITH NO SPECIFIED STATE CODE (PRIMARILY FEDERAL BUREAU OF INVESTIGATION RECORDS).

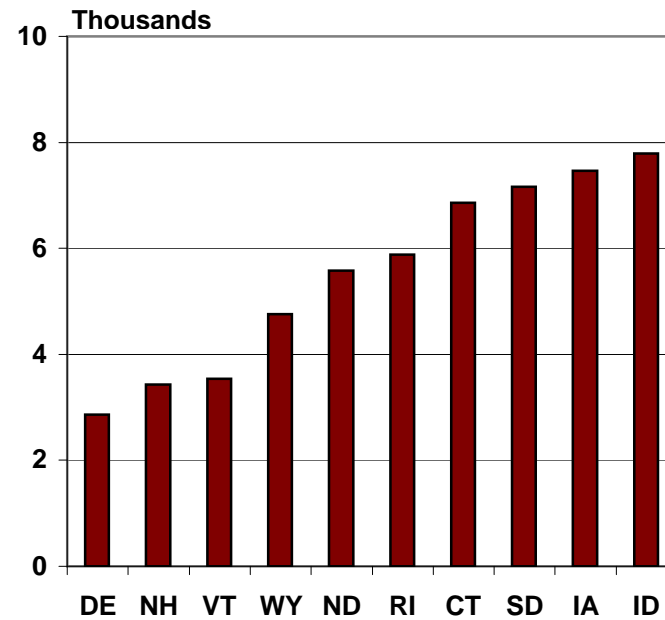
Source: "Pay Structure of the Federal Civil Service" Workforce Information and Planning Group. fedstats@opm.gov

Average Adjusted Basic Salaries and Full-Time Employment by State (10 Lowest Only)

Ranked by Salary

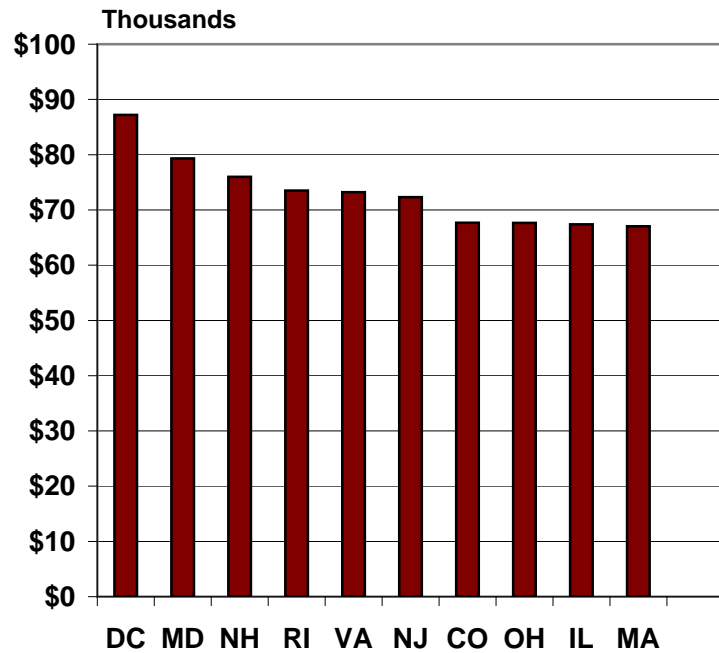


Ranked by Employment

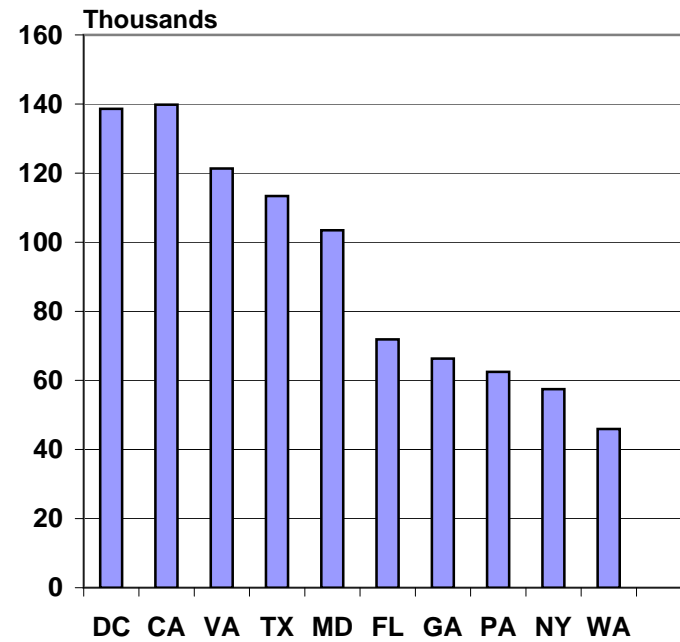


Average Adjusted Basic Salaries and Full-Time Employment by State (10 Highest Only)

Rank by Salary



Rank by Employment



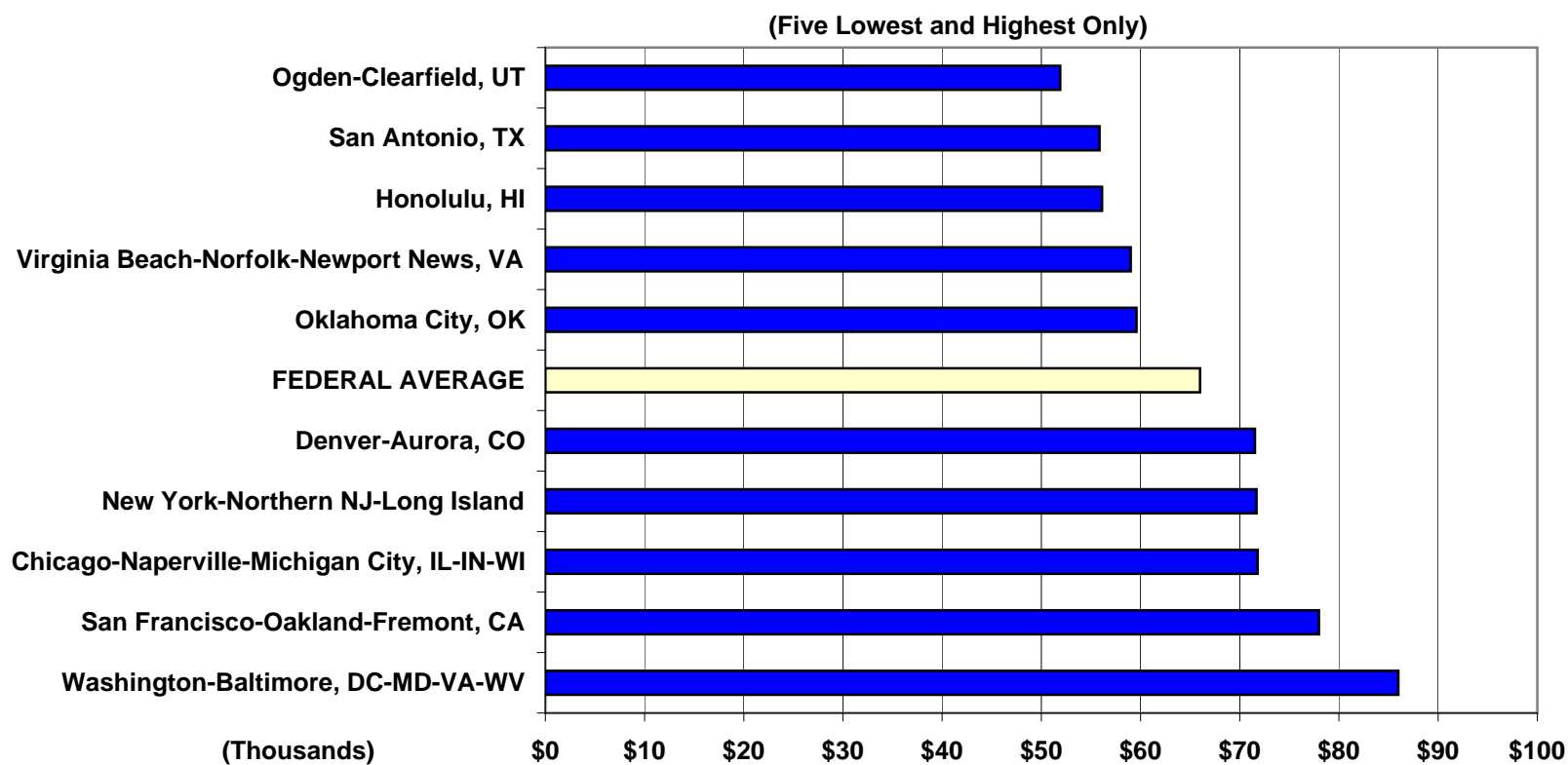
**Average Adjusted Basic Salaries of Full-Time Employment by Pay System
Selected Core Based Statistical Areas (CBSA) and Combined Statistical Area (CSA)**

AS OF MARCH 31, 2006

| | TOTAL | | GENERAL SCHEDULE | | FEDERAL WAGE SYSTEM | | OTHER ACTS AND ADMINISTRATIVE DETERMINATION | |
|---|---------------------|----------------|---------------------|----------------|---------------------|----------------|---|----------------|
| | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY | NUMBER OF EMPLOYEES | AVERAGE SALARY |
| All CBSAs and CSAs with 15,000 or More Employees | | | | | | | | |
| ATLANTA-SANDY SPRINGS-MARIETTA, GA | 31,392 | \$68,935 | 25,475 | \$66,722 | 798 | \$48,426 | 5,119 | \$83,087 |
| BALTIMORE-TOWSON, MD | 33,494 | \$70,431 | 29,522 | \$71,126 | 1,916 | \$47,557 | 2,056 | \$81,785 |
| BOSTON-CAMBRIDGE-QUINCY, MA-NH | 20,694 | \$68,504 | 16,418 | \$68,490 | 1,223 | \$42,963 | 3,053 | \$78,807 |
| CHICAGO-NAPERVILLE-JOLIET, IL-IN-WI | 26,488 | \$71,792 | 19,181 | \$70,759 | 1,365 | \$44,228 | 5,942 | \$81,458 |
| DALLAS-FORT WORTH-ARLINGTON, TX | 26,381 | \$66,806 | 18,801 | \$65,342 | 1,536 | \$53,150 | 6,044 | \$74,819 |
| DENVER-AURORA, CO | 18,368 | \$71,535 | 15,451 | \$72,473 | 816 | \$48,378 | 2,101 | \$73,634 |
| HONOLULU, HI | 19,202 | \$56,118 | 13,214 | \$55,276 | 5,082 | \$57,781 | 906 | \$59,050 |
| KANSAS CITY, MO-KS | 19,781 | \$60,446 | 16,774 | \$56,875 | 693 | \$47,918 | 2,314 | \$90,073 |
| LOS ANGELES-LONG BEACH-SANTA ANA, CA | 27,522 | \$68,332 | 20,059 | \$67,700 | 1,317 | \$42,455 | 6,146 | \$75,941 |
| MIAMI-FORT LAUDERDALE-MIAMI BEACH, FL | 18,482 | \$62,455 | 12,431 | \$62,979 | 972 | \$38,383 | 5,079 | \$65,780 |
| NEW YORK-NORTHERN NEW JERSEY-LONG ISLAND | 53,730 | \$71,686 | 40,931 | \$71,064 | 2,942 | \$44,448 | 9,856 | \$82,398 |
| OGDEN-CLEARFIELD, UT | 17,933 | \$51,905 | 12,497 | \$53,544 | 5,056 | \$46,833 | 380 | \$65,517 |
| OKLAHOMA CITY, OK | 21,785 | \$59,600 | 12,325 | \$62,786 | 6,730 | \$47,470 | 2,730 | \$75,126 |
| PHILADELPHIA-CAMDEN-WILMINGTON, PA-NJ-D | 34,756 | \$62,050 | 28,637 | \$62,309 | 3,108 | \$48,112 | 3,011 | \$73,979 |
| SAN ANTONIO, TX | 20,618 | \$55,863 | 16,842 | \$57,413 | 2,625 | \$39,601 | 1,151 | \$70,282 |
| SAN DIEGO-CARLSBAD-SAN MARCOS, CA | 27,467 | \$66,231 | 21,930 | \$67,811 | 3,723 | \$46,550 | 1,814 | \$87,557 |
| SAN FRANCISCO-OAKLAND-FREMONT, CA | 18,167 | \$77,984 | 14,378 | \$75,566 | 873 | \$49,693 | 2,916 | \$98,387 |
| SEATTLE-TACOMA-BELLEVUE, WA | 20,274 | \$64,118 | 14,931 | \$62,857 | 2,137 | \$51,543 | 3,206 | \$78,368 |
| VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VA | 38,896 | \$59,017 | 26,671 | \$65,639 | 11,520 | \$42,499 | 705 | \$78,658 |
| WASHINGTON-ARLINGTON-ALEXANDRIA, DC-VA- | 263,227 | \$85,982 | 223,994 | \$84,143 | 8,873 | \$50,007 | 30,351 | \$110,101 |

Source: "Pay Structure of the Federal Civil Service" Workforce Information and Planning Group. fedstats@opm.gov

Average Adjusted Basic Salaries of Full-Time Employment by Selected Core Based Statistical Area (CBSA) and Combined Statistical Areas (CSA)



Turnover Data Executive Branch - All Areas

Fiscal Years 1990 - 2006

| Fiscal Year (FY) | Total Accessions | New Hires | Total Separations | Quits | Average Total Employment | Change From Prior Year | Percent Change |
|------------------|------------------|-----------|-------------------|---------|--------------------------|------------------------|----------------|
| FY90 | 819,554 | 716,066 | 799,237 | 165,099 | 2,348,458 | 114,477 | 5.1 |
| FY91 | 495,123 | 351,112 | 515,673 | 134,175 | 2,224,389 | -124,069 | -5.3 |
| FY92 | 430,021 | 290,883 | 446,126 | 129,167 | 2,238,635 | 14,246 | 0.6 |
| FY93 | 382,399 | 253,374 | 423,830 | 127,140 | 2,189,416 | -49,219 | -2.2 |
| FY94 | 317,509 | 219,026 | 398,134 | 111,096 | 2,114,387 | -75,029 | -3.4 |
| FY95 | 345,166 | 222,025 | 457,246 | 91,909 | 2,037,890 | -76,542 | -3.6 |
| FY96 | 266,473 | 199,463 | 356,566 | 80,922 | 1,960,892 | -76,953 | -3.8 |
| FY97 | 283,517 | 208,725 | 333,431 | 81,574 | 1,895,295 | -65,597 | -3.3 |
| FY98 | 320,830 | 242,637 | 321,292 | 84,124 | 1,855,112 | -40,183 | -2.1 |
| FY99 | 423,500 | 346,988 | 372,778 | 129,196 | 1,846,170 | -8,942 | -0.5 |
| FY00 | 1,168,783 | 1,092,888 | 1,027,653 | 801,684 | 1,946,684 | 100,514 | 5.4 |
| FY01 | 308,877 | 233,034 | 301,659 | 82,495 | 1,783,239 | -163,445 | -8.4 |
| FY02 | 316,837 | 242,280 | 280,714 | 55,167 | 1,808,634 | 25,395 | 1.4 |
| FY03 | 508,160 | 254,030 | 461,171 | 53,187 | 1,875,696 | 67,062 | 3.8 |
| FY04 | 313,684 | 223,294 | 310,776 | 60,857 | 1,874,228 | -1,468 | -0.1 |
| FY05 | 306,728 | 223,008 | 317,060 | 61,503 | 1,876,743 | 2,515 | 0.1 |
| FY06 | 446,247 | 362,213 | 466,244 | 97,538 | 2,700,007 | 823,264 | 43.9 |

Notes: Turnover data exclude Legislative and Judicial Branches, U.S. Postal Service, and Postal Rate Commission.

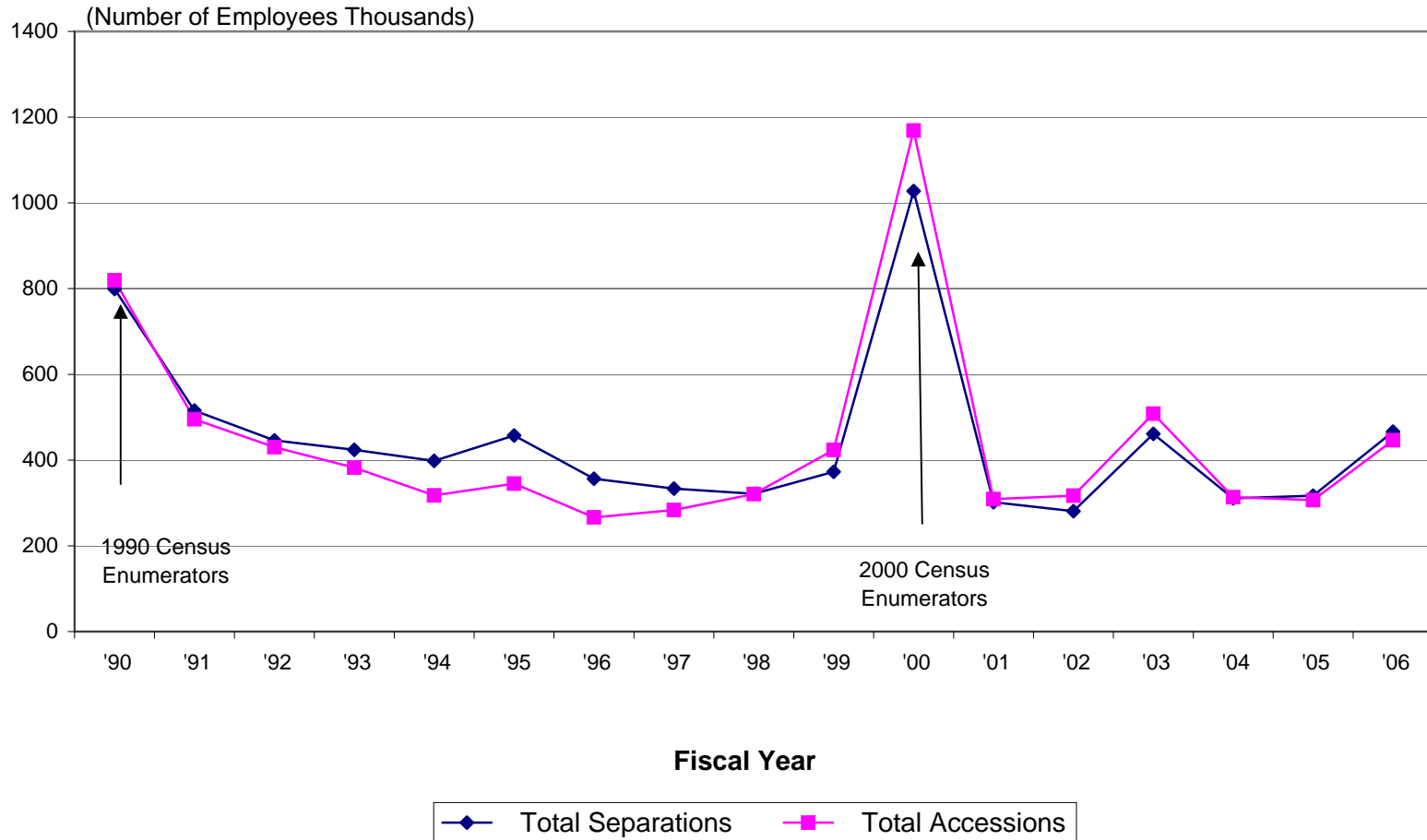
Governmentwide (including U.S. Postal Service) in FY06, there were 430,732 Accessions (excluding Transfers) of which 284,852 were temporary and permanent new hires and 145,880 were returns to duty, etc.

There were 450,517 Separations (excluding transfers) of which 68,420 were quits.

Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Turnover Data

Fiscal Years 1990 - 2006



Average Grade Trend for General Schedule (GS) Employees

(All Areas, Full-time Employment Only)

1980 - 2006

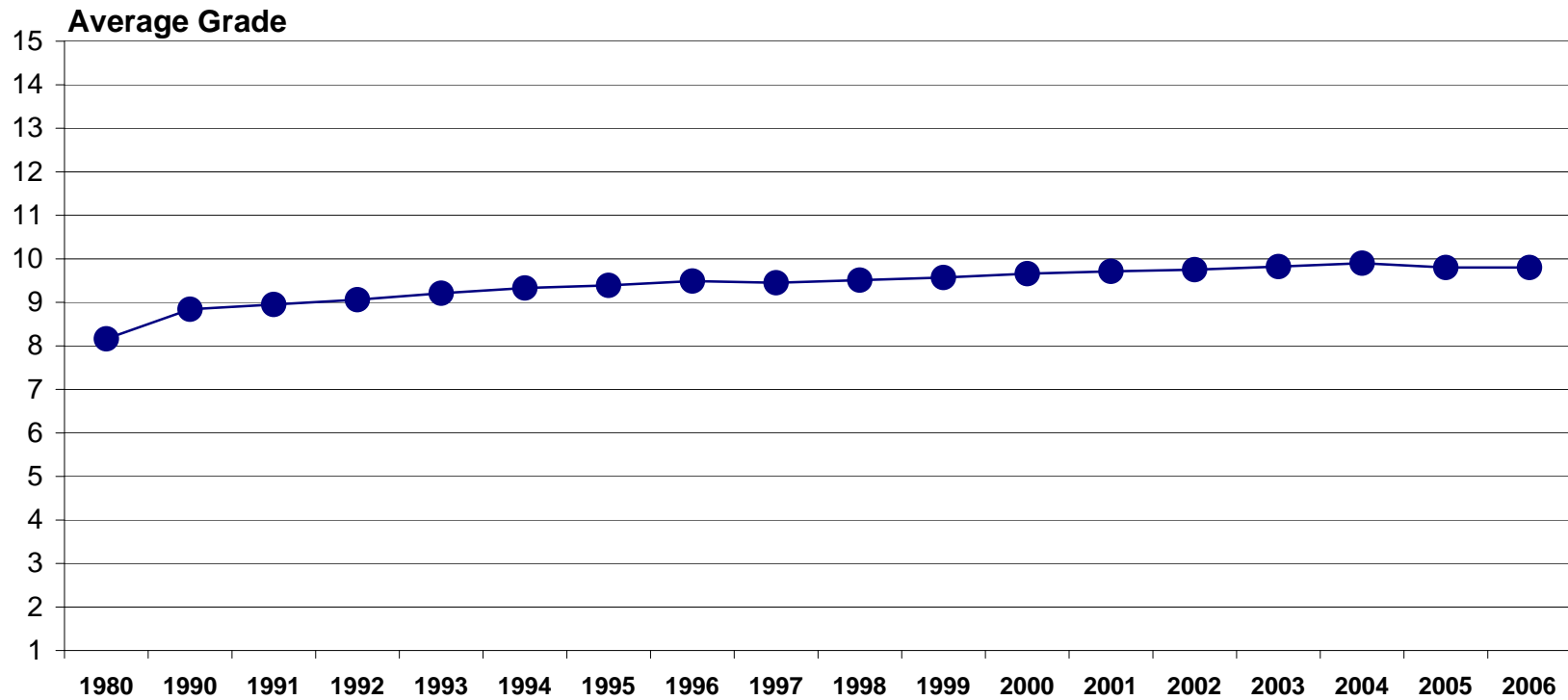
| Year | Average Grade | Year | Average Grade | Year | Average Grade |
|-------------|----------------------|-------------|----------------------|-------------|----------------------|
| 1980 | 8.16 | 1989 | 8.69 | 1999 | 9.57 |
| 1981 | 8.24 | 1990 | 8.84 | 2000 | 9.66 |
| 1982 | 8.26 | 1991 | 8.95 | 2001 | 9.71 |
| 1983 | 8.34 | 1992 | 9.06 | 2002 | 9.75 |
| | | 1993 | 9.21 | 2003 | 9.82 |
| 1984 | 8.39 | 1994 | 9.33 | 2004 | 9.9 |
| 1985 | 8.39 | 1995 | 9.39 | 2005 | 9.8 |
| 1986 | 8.41 | 1996 | 9.49 | 2006 | 9.8 |
| 1987 | 8.52 | 1997 | 9.45 | | |
| 1988 | 8.58 | 1998 | 9.51 | | |

Notes: Data are as of March 31st for 1974-2006

Establishment of the Senior Executive Service (SES) in July 1979 resulted in the conversion of most GS 16-18 personnel.

Source: "Pay Structure of the Federal Civil Service"; Workforce Information and Planning Group. fedstats@opm.gov

Average Grade Trend for General Schedule Employees All Areas, Full-Time Only (1980 - 2006)



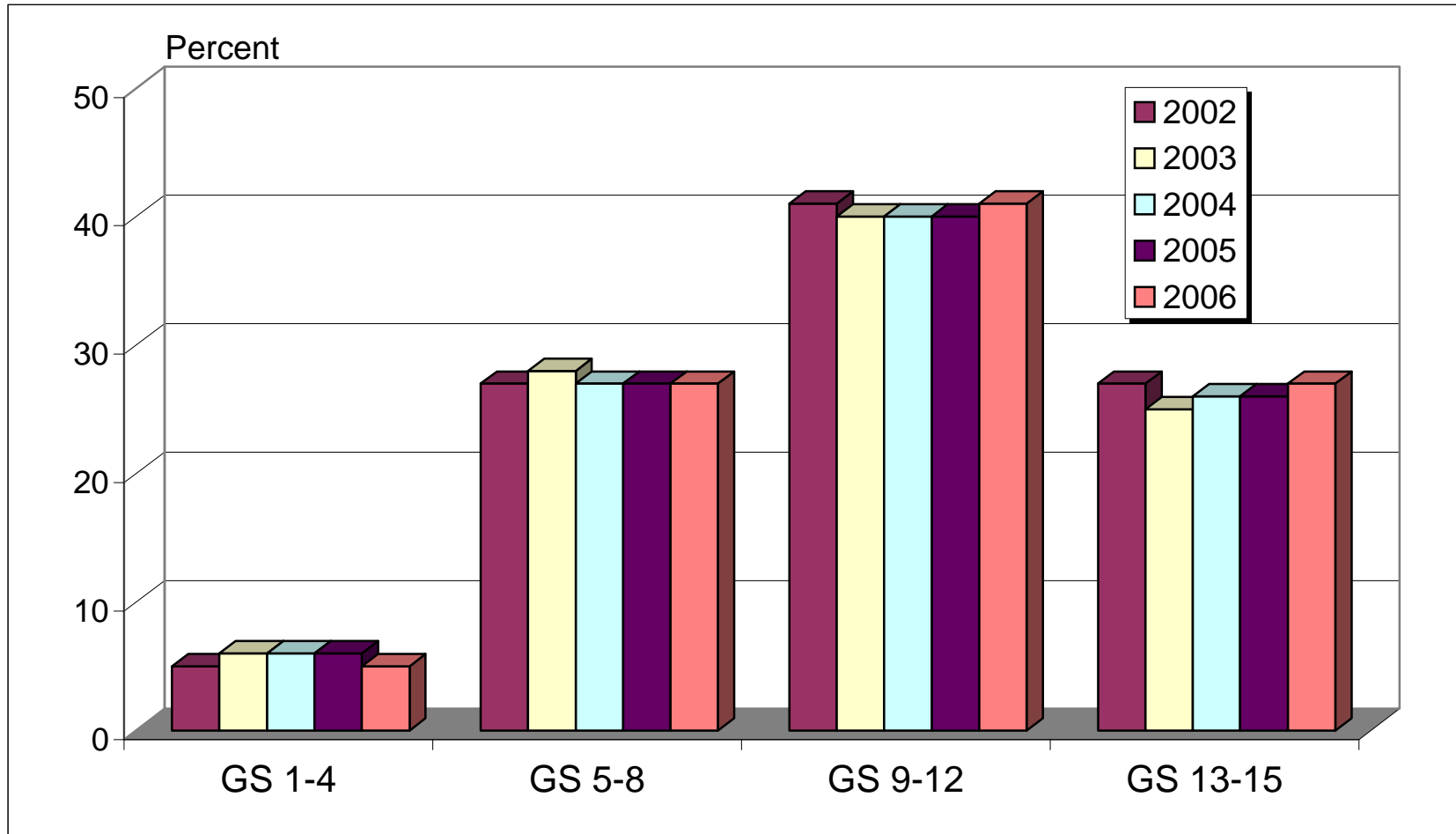
Executive Branch Employment by General Schedule (GS) and Related Grades

2002 - 2006

| | 2002 | 2003 | 2004 | 2005 | 2006 | % change 2002 - 2006 |
|-----------------------------|------------------|------------------|------------------|------------------|------------------|-------------------------|
| Total GS and Related | 1,406,576 | 1,407,276 | 1,416,099 | 1,423,251 | 1,401,496 | -0.4% |
| GS 1 | 2,670 | 2,725 | 2,661 | 2,790 | 2,968 | 11.2% |
| GS 2 | 5,996 | 5,128 | 4,568 | 4,502 | 4,516 | -24.7% |
| GS 3 | 25,206 | 22,223 | 21,151 | 20,436 | 17,569 | -30.3% |
| GS 4 | 62,856 | 60,216 | 57,712 | 54,842 | 51,731 | -17.7% |
| GS 1 - 4 | 96,728 | 90,292 | 86,092 | 82,570 | 76,784 | -20.6% |
| GS 5 | 117,478 | 112,495 | 106,746 | 103,023 | 99,858 | -15.0% |
| GS 6 | 87,390 | 85,618 | 83,958 | 81,500 | 79,289 | -9.3% |
| GS 7 | 138,990 | 140,127 | 142,266 | 140,951 | 138,412 | -0.4% |
| GS 8 | 53,360 | 54,424 | 56,574 | 57,638 | 57,011 | 6.8% |
| GS 5 - 8 | 397,218 | 392,664 | 389,544 | 383,112 | 374,570 | -5.7% |
| GS 9 | 129,482 | 130,547 | 132,466 | 135,292 | 133,812 | 3.3% |
| GS 10 | 17,162 | 17,669 | 17,865 | 17,496 | 16,515 | -3.8% |
| GS 11 | 190,996 | 192,309 | 197,404 | 199,865 | 198,768 | 4.1% |
| GS 12 | 228,926 | 229,028 | 227,943 | 230,811 | 228,985 | 0.0% |
| GS 9 - 12 | 566,566 | 569,553 | 575,678 | 583,464 | 578,080 | 2.0% |
| GS 13 | 196,176 | 199,506 | 204,162 | 207,014 | 206,882 | 5.5% |
| GS 14 | 93,132 | 96,061 | 99,294 | 102,758 | 100,721 | 8.1% |
| GS 15 | 56,756 | 59,200 | 61,329 | 64,333 | 64,459 | 13.6% |
| GS 13 - 15 | 346,064 | 354,767 | 364,785 | 374,105 | 372,062 | 7.5% |

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Executive Branch Employment By General Schedule (GS) and Related Grades, 2002 - 2006



Federal Wage Systems Employment

1992 - 2006

Wage Systems Employment

| | |
|------|---------|
| 1992 | 374,000 |
| 1994 | 326,000 |
| 1996 | 285,000 |
| 1998 | 255,000 |
| 2000 | 230,000 |
| 2001 | 223,000 |
| 2002 | 218,000 |
| 2003 | 210,000 |
| 2004 | 213,500 |
| 2005 | 212,005 |
| 2006 | 211,086 |

As of September 30, 2006

10% are Women

34% are Minorities

85% work in the Department of Defense

& the Department of Veterans Affairs

19.2% are Veterans

SOURCE: Central Personnel Data File (CPDF)

Note: Data are Calendar Year Averages and exclude U.S. Postal Service.

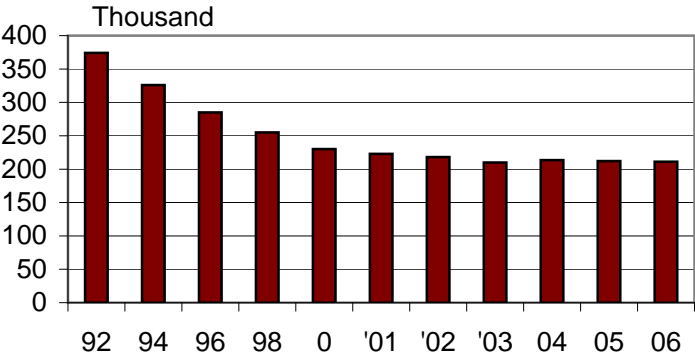
Sources: "Monthly Report of Federal Civilian Employment" (SF 113-A), and Central Personnel Data File;
Office of Workforce Information. (202) 606-1309 fedstats@opm.gov

Federal Wage Systems Employment

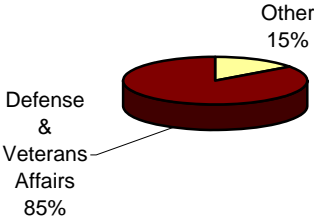
1992 - 2006

As of September 30, 2006

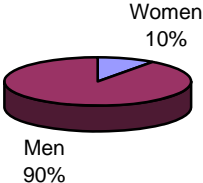
**Executive Branch Employment
1992 - 2006**



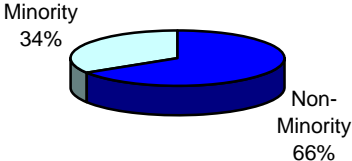
Agency



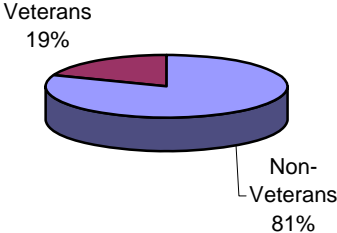
Gender



Minority Status



Veterans Status



EMPLOYMENT OF VETERANS BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2006

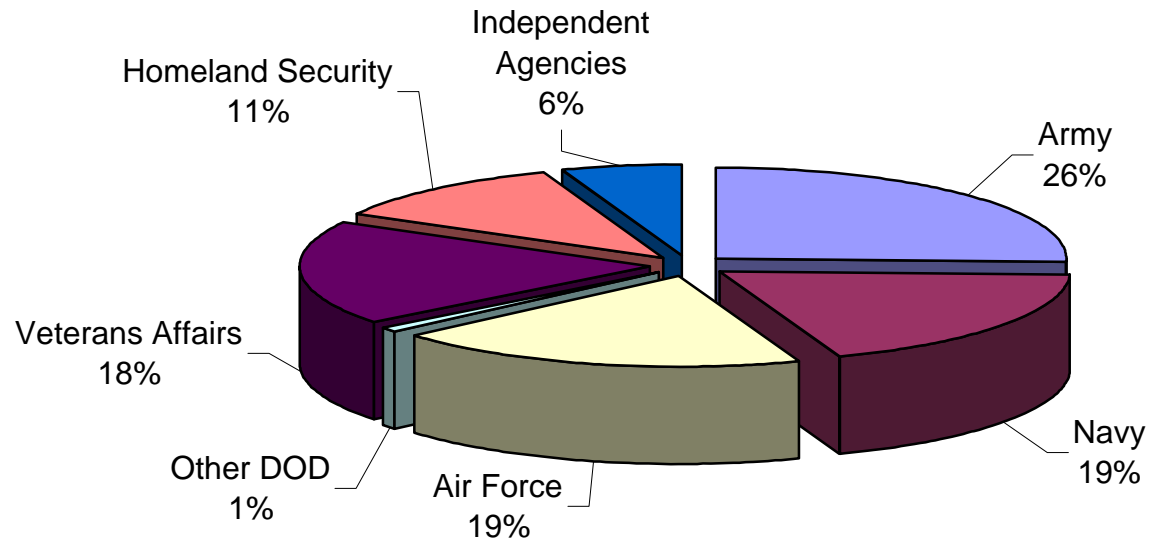
| | ALL EMPLOYEES | | | VETERANS | | | | | |
|---|---------------|---------|------|----------|------|-----------------|------|-----------------|------|
| | TOTAL | TOTAL | % | WOMEN | % | ALL DISABLED | % | 30% DISABLED | % |
| EXECUTIVE BRANCH | 1,848,339 | 457,028 | 24.7 | 60,956 | 13.3 | 97,649 | 21.4 | 51,298 | 11.2 |
| EXECUTIVE DEPTS | 1,678,541 | 437,870 | 26.1 | 58,391 | 13.3 | 93,964 | 21.5 | 49,631 | 11.3 |
| Department of Agriculture | 105,431 | 11,990 | 11.4 | 1,254 | 10.5 | 1,995 | 16.6 | 852 | 7.1 |
| Department of Commerce | 40,527 | 4,769 | 11.8 | 462 | 9.7 | 704 | 14.8 | 295 | 6.2 |
| Department of Defense | 667,786 | 245,750 | 36.8 | 33,495 | 13.6 | 56,540 | 23.0 | 30,975 | 12.6 |
| Department of the Army | 238,885 | 88,229 | 36.9 | 14,417 | 16.3 | 23,226 | 26.3 | 13,232 | 15.0 |
| Department of the Navy | 173,616 | 64,734 | 37.3 | 6,232 | 9.6 | 11,716 | 18.1 | 6,073 | 9.4 |
| Department of the Air Force | 158,887 | 66,162 | 45.3 | 8,863 | 13.4 | 15,561 | 23.5 | 8,441 | 12.8 |
| Department of Education | 4,331 | 354 | 8.2 | 48 | 13.6 | 83 | 23.4 | 42 | 11.9 |
| Department of Energy | 14,943 | 3,081 | 20.6 | 221 | 7.2 | 525 | 17.0 | 223 | 7.2 |
| Department of Health and Human Services | 63,290 | 4,965 | 7.8 | 916 | 18.4 | 909 | 18.3 | 440 | 8.9 |
| Department of Homeland Security | 168,506 | 39,619 | 23.5 | 3,483 | 8.8 | 5,945 | 15.0 | 2,750 | 6.9 |
| Department of Housing and Urban Development | 9,813 | 1,355 | 13.8 | 207 | 15.3 | 335 | 24.7 | 172 | 12.7 |
| Department of the Interior | 73,073 | 11,807 | 16.2 | 1,015 | 8.6 | 2,104 | 17.8 | 906 | 7.7 |
| Department of Justice | 105,670 | 19,292 | 18.3 | 1,986 | 10.3 | 2,406 | 12.5 | 925 | 4.8 |
| Department of Labor | 15,324 | 2,657 | 17.3 | 337 | 12.7 | 770 | 29.0 | 388 | 14.6 |
| Department of State | 10,124 | 1,615 | 16.0 | 223 | 13.8 | 304 | 18.8 | 140 | 8.7 |
| Department of Transportation | 53,828 | 16,273 | 30.2 | 1,217 | 7.5 | 2,347 | 14.4 | 904 | 5.6 |
| Department of the Treasury | 106,583 | 10,659 | 10.0 | 1,456 | 13.7 | 1,888 | 17.7 | 870 | 8.2 |
| Department of Veterans Affairs | 239,312 | 63,684 | 26.6 | 12,071 | 19.0 | 17,109 | 26.9 | 9,749 | 15.3 |
| INDEPENDENT AGENCIES | 168,628 | 19,081 | 11.3 | 2,552 | 13.4 | 3,676 | 19.3 | 1,660 | 8.7 |

NOTE: Army/Air Force National Guard excluded from Veteran Counts/Percents. This exclusion affects Veterans Totals and Percents for the Executive Branch, Executive Departments, and the Departments of Defense, Army, and the Air Force.

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Distribution of Veteran Employment by Agency

September 30, 2006



Executive Branch

Veterans Employment Programs

Fiscal Years 1988 - 2006

| Veterans Recruitment Authority (VRA) | | | 30 Percent or more Disabled Veteran Hires | | | |
|--------------------------------------|-----------------|------------|---|------------------------------|---------------------------------------|---|
| Fiscal Year (FY) | FY Appointments | % Minority | Total Hires | Percent of all Veteran Hires | Percent of all Disabled Veteran Hires | Temporary Appointments to Competitive Service |
| FY88 | 10,642 | 38.2 | 3,365 | 6.7 | 40.5 | 2,166 |
| FY89 | 12,343 | 36.7 | 4,273 | 7.3 | 40.8 | 2,576 |
| FY90 | 7,305 | 35.8 | 2,878 | 7.2 | 39.9 | 1,632 |
| FY91 | 10,287 | 38.3 | 3,225 | 7.7 | 39.5 | 1,827 |
| FY92 | 10,701 | 39.0 | 2,876 | 6.8 | 38.6 | 1,662 |
| FY93 | 14,008 | 41.4 | 2,894 | 7.1 | 40.2 | 1,717 |
| FY94 | 12,468 | 40.6 | 2,757 | 7.2 | 38.7 | 1,670 |
| FY95 | 10,772 | 40.3 | 2,896 | 7.2 | 40.0 | 1,652 |
| FY96 | 12,672 | 39.7 | 2,820 | 8.1 | 41.7 | 1,594 |
| FY97 | 11,059 | 39.9 | 2,956 | 9.1 | 44.7 | 1,586 |
| FY98 | 11,839 | 38.6 | 2,471 | 7.2 | 44.5 | 1,125 |
| FY99 | 10,325 | 39.5 | 3,067 | 9.3 | 49.3 | 1,336 |
| FY00 | 8,891 | 39.2 | 3,476 | 9.5 | 51.2 | 1,418 |
| FY01 | 7,283 | 37.5 | 4,035 | 10.1 | 53.8 | 1,463 |
| FY02 | 6,836 | 35.2 | 4,370 | 9.2 | 55.5 | 1,631 |
| FY03 | 5,904 | 35.4 | 5,101 | 11.2 | 57.0 | 1,791 |
| FY04 | 6,305 | 32.6 | 5,339 | 12.3 | 59.1 | 1,835 |
| FY05 | 7,761 | 31.9 | 6,882 | 14.3 | 61.2 | 2,293 |
| FY06 | 7,565 | 33.9 | 7,344 | 14.7 | 60.6 | 2,287 |

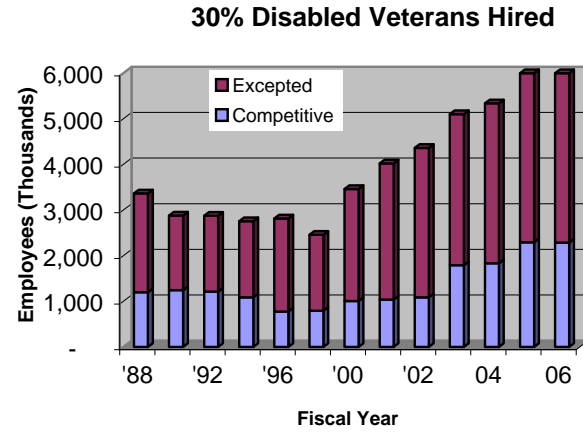
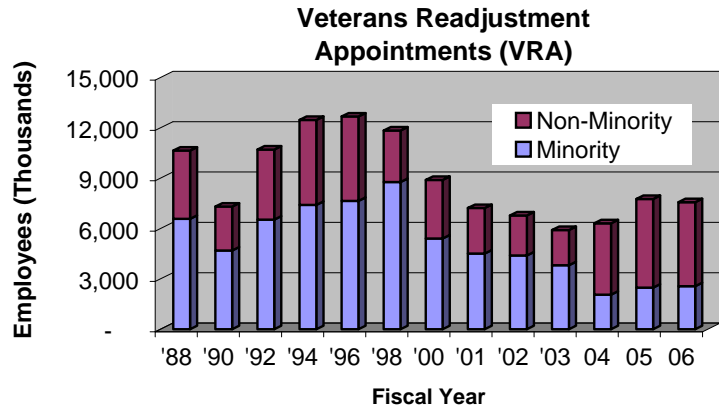
Non-Postal Employment as of September 30, 2006

| | |
|------------------|-------|
| Veterans | 19.2% |
| Retired Military | 5.5% |

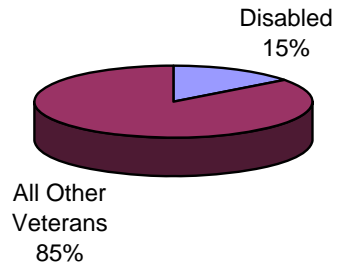
Note: All data exclude employees in the Army and Air Force National Guard Bureaus

Source: Central Personnel Data File; "Annual Report to Congress - Veterans Employment in the Federal Government" Fedstats@OPM.GOV

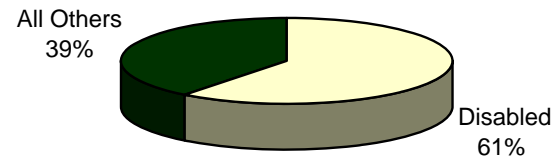
Veterans Employment Programs



All Veteran Hires
(Fiscal Year 2006)



Disabled Veteran Hires
(Fiscal Year 2006)



Executive Branch Employment by Gender and Race/National Origin (RNO)

September 2001 - September 2006

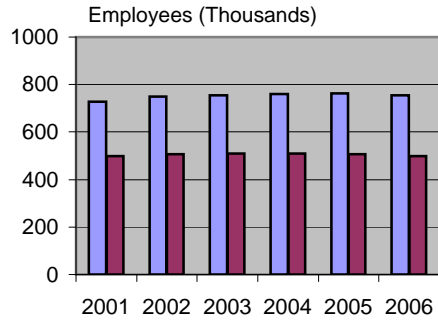
| | Total On-board | All Minorities | | Black | | Hispanic | | Asian/ Pacific Islander | | American Indian/ Alaska Native | | White Non-Hispanic | |
|-------------|-------------------|-------------------|------|---------|------|----------|-----|----------------------------|-----|-----------------------------------|-----|-----------------------|------|
| | | # | % | # | % | # | % | # | % | # | % | # | % |
| 2001 | | | | | | | | | | | | | |
| Men | 970,957 | 243,073 | 13.8 | 112,437 | 6.4 | 67,344 | 3.8 | 45,305 | 2.6 | 17,987 | 1.0 | 727,884 | 41.3 |
| Women | 793,126 | 294,897 | 16.7 | 186,766 | 10.6 | 50,928 | 2.9 | 36,528 | 2.1 | 20,675 | 1.2 | 498,229 | 28.2 |
| 2002 | | | | | | | | | | | | | |
| Men | 1,004,612 | 254,910 | 14.1 | 116,920 | 6.4 | 71,872 | 4.0 | 47,881 | 2.6 | 18,237 | 1.0 | 749,702 | 41.4 |
| Women | 808,435 | 302,196 | 16.7 | 189,208 | 10.4 | 52,996 | 2.9 | 38,544 | 2.1 | 21,448 | 1.2 | 506,239 | 27.9 |
| 2003 | | | | | | | | | | | | | |
| Men | 1,016,163 | 261,531 | 14.3 | 119,421 | 6.5 | 75,168 | 7.4 | 49,003 | 4.8 | 17,939 | 1.8 | 754,632 | 74.3 |
| Women | 816,463 | 307,500 | 16.8 | 191,201 | 10.4 | 55,324 | 3.0 | 39,681 | 2.2 | 21,294 | 1.2 | 508,963 | 27.8 |
| 2004 | | | | | | | | | | | | | |
| Men | 1,029,004 | 267,959 | 14.5 | 120,617 | 6.5 | 78,189 | 4.2 | 51,328 | 2.7 | 17,825 | 0.9 | 761,045 | 41.1 |
| Women | 822,345 | 313,024 | 16.9 | 192,482 | 10.4 | 57,344 | 3.1 | 41,884 | 2.3 | 21,314 | 1.2 | 509,321 | 27.5 |
| 2005 | | | | | | | | | | | | | |
| Men | 1,034,657 | 272,524 | 14.7 | 122,345 | 6.6 | 79,664 | 4.3 | 52,765 | 2.9 | 17,750 | 0.9 | 762,133 | 41.1 |
| Women | 822,309 | 316,520 | 17.0 | 193,299 | 10.4 | 58,843 | 3.2 | 42,995 | 2.3 | 21,383 | 1.2 | 505,789 | 27.2 |
| 2006 | | | | | | | | | | | | | |
| Men | 1,031,942 | 275,883 | 14.9 | 123,975 | 6.7 | 80,224 | 4.3 | 47,349 | 2.9 | 17,752 | 0.9 | 756,059 | 40.9 |
| Women | 816,397 | 318,148 | 17.2 | 193,722 | 10.5 | 58,372 | 3.2 | 43,939 | 2.4 | 21,553 | 1.2 | 498,249 | 27.0 |

Note: Percentages are based on total on-board employment (Men and Women combined). Due to different population coverage, the RNO percentage distributions found in this table could differ from other tables containing race and ethnic data.

Source: "Demographic Profile" Central Personnel Data File; Executive Branch (non-Postal) Agencies only. fedstats@opm.gov

Executive Branch Employment By Gender and Race/National Origin September 2001 - September 2006

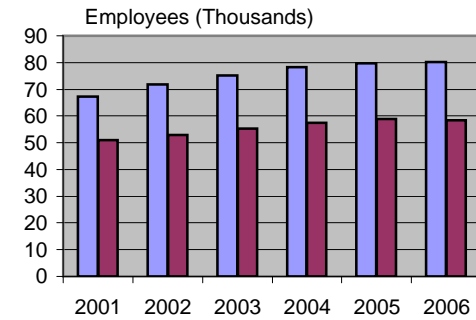
White Non-Hispanic



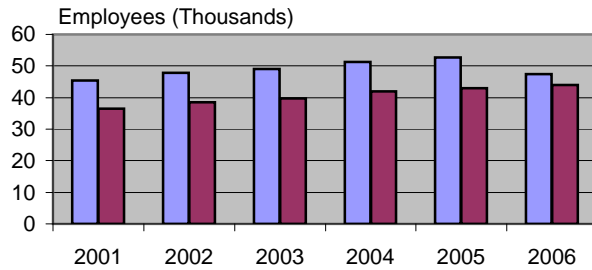
Black



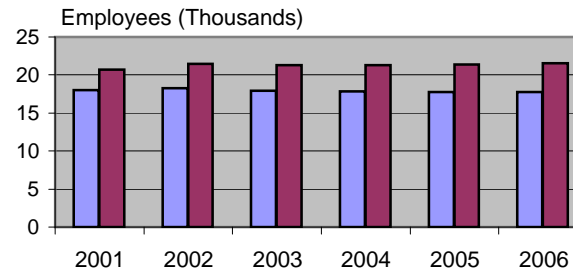
Hispanic



Asian/Pacific Islander



American Indian/Alaska Native



Federal Civilian Workforce Minority Employment by General Schedule (GS) and Related Grades

2002 - 2006

| | 2002 | 2003 | 2004 | 2005 | 2006 | % change 2000 - 2006 |
|-----------------------------|----------------|----------------|----------------|----------------|----------------|-------------------------|
| Total GS and Related | 432,619 | 435,182 | 443,362 | 449,484 | 450,232 | 4.1% |
| GS 1 | 1,227 | 1,278 | 1,231 | 1,347 | 1,394 | 13.6% |
| GS 2 | 2,879 | 2,362 | 2,049 | 1,878 | 1,994 | -30.7% |
| GS 3 | 10,702 | 9,611 | 9,353 | 8,991 | 7,786 | -27.2% |
| GS 4 | 26,915 | 25,527 | 24,661 | 23,683 | 22,006 | -18.2% |
| GS 1 - 4 | 41,723 | 38,778 | 37,294 | 35,899 | 33,180 | -20.5% |
| GS 5 | 50,627 | 48,296 | 46,528 | 45,066 | 44,572 | -12.0% |
| GS 6 | 35,283 | 34,455 | 34,190 | 33,788 | 33,278 | -5.7% |
| GS 7 | 51,855 | 52,833 | 53,517 | 52,711 | 52,734 | 1.7% |
| GS 8 | 21,646 | 22,443 | 23,544 | 24,160 | 24,245 | 12.0% |
| GS 5 - 8 | 159,411 | 158,027 | 157,779 | 155,725 | 154,829 | -2.9% |
| GS 9 | 42,178 | 42,689 | 44,093 | 45,255 | 45,560 | 8.0% |
| GS 10 | 4,887 | 5,163 | 5,257 | 5,267 | 5,016 | 2.6% |
| GS 11 | 55,404 | 56,830 | 59,654 | 62,290 | 63,587 | 14.8% |
| GS 12 | 58,514 | 59,495 | 60,849 | 62,541 | 63,465 | 8.5% |
| GS 9 - 12 | 160,983 | 164,177 | 169,853 | 175,353 | 177,628 | 10.3% |
| GS 13 | 43,563 | 45,240 | 47,428 | 49,172 | 50,319 | 15.5% |
| GS 14 | 17,611 | 18,927 | 20,349 | 21,867 | 22,161 | 25.8% |
| GS 15 | 9,328 | 10,033 | 10,659 | 11,468 | 12,115 | 29.9% |
| GS 13 - 15 | 70,502 | 74,200 | 78,436 | 82,507 | 84,595 | 20.0% |

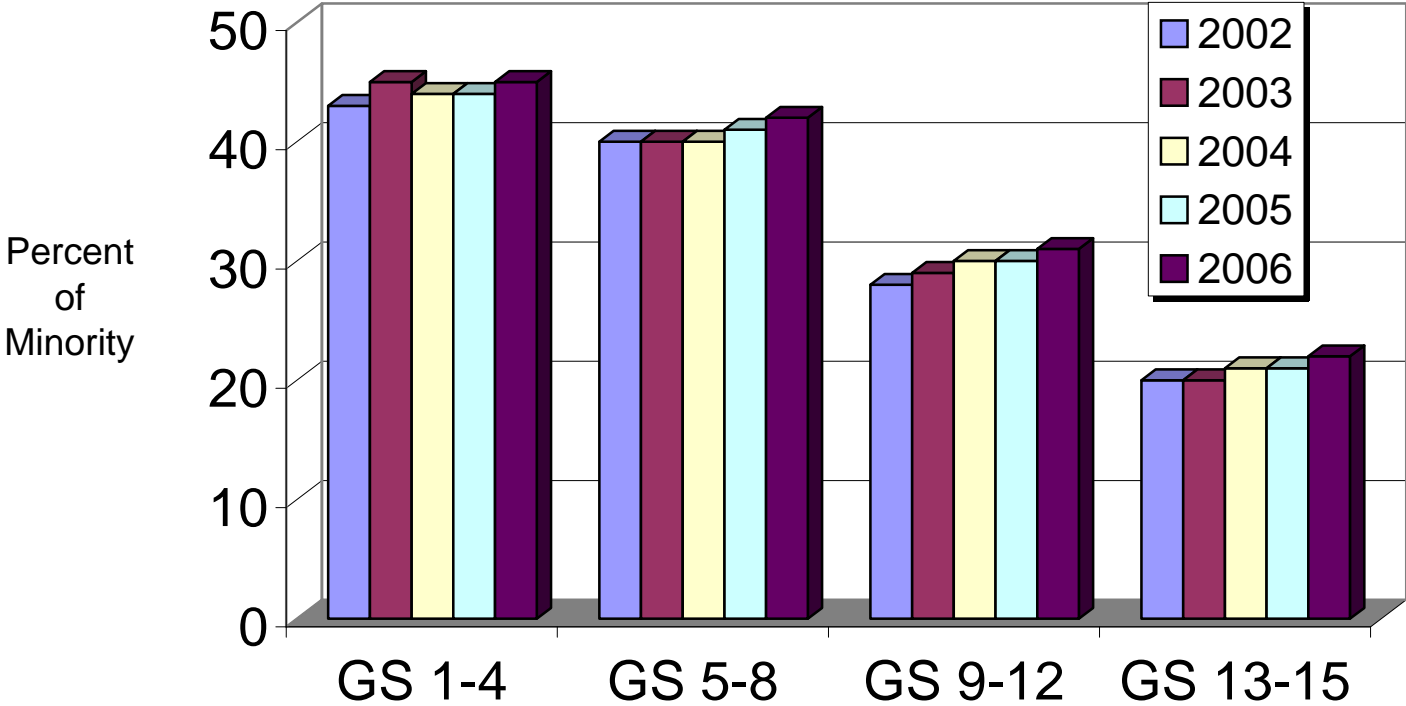
"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Federal Civilian Workforce Minority Employment

By General Schedule (GS) and Related Grades

2002 - 2006



"Minorities" include the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native

Employment of Minorities: Federal Civilian Workforce and U.S. Civilian Labor Force
As of September 30, 2000 - 2006

| | | Total | | All Minorities | | Black | | Hispanic | | All Other Minorities | |
|-------------|-----|-------|-------|----------------|-------|-------|-------|----------|-------|----------------------|-------|
| | | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| 2000 | FCW | 56.2 | 43.8 | 13.9 | 16.4 | 6.7 | 10.9 | 3.8 | 2.7 | 3.4 | 2.8 |
| | CLF | 53.5 | 46.6 | 14.4 | 13.2 | 5.2 | 6.0 | 6.8 | 5.0 | 2.4 | 2.4 |
| 2001 | FCW | 56.0 | 44.0 | 14.2 | 16.6 | 6.7 | 11.0 | 3.9 | 2.8 | 3.5 | 2.9 |
| | CLF | 53.5 | 46.5 | 14.8 | 13.2 | 5.3 | 6.0 | 6.9 | 5.0 | 2.6 | 2.2 |
| 2002 | FCW | 56.0 | 44.0 | 14.2 | 16.8 | 6.7 | 10.9 | 4.0 | 2.9 | 3.5 | 3.0 |
| | CLF | 53.4 | 46.6 | 14.9 | 13.5 | 5.3 | 6.0 | 7.0 | 5.2 | 2.6 | 2.3 |
| 2003 | FCW | 56.0 | 44.0 | 14.4 | 16.8 | 6.7 | 10.9 | 4.1 | 2.9 | 3.6 | 3.0 |
| | CLF | 53.6 | 46.5 | 15.3 | 13.3 | 4.9 | 5.5 | 7.7 | 5.4 | 2.7 | 2.4 |
| 2004 | FCW | 56.0 | 44.0 | 14.6 | 16.9 | 6.7 | 10.7 | 4.3 | 3.0 | 3.6 | 3.1 |
| | CLF | 54.5 | 45.5 | 14.9 | 12.4 | 4.7 | 5.3 | 7.5 | 5.0 | 2.7 | 2.1 |
| 2005 | FCW | 56.1 | 43.9 | 14.8 | 17.0 | 6.8 | 10.7 | 4.3 | 3.1 | 3.7 | 3.2 |
| | CLF | 54.4 | 45.6 | 15.0 | 12.6 | 4.8 | 5.4 | 7.7 | 5.0 | 2.5 | 2.2 |
| 2006 | FCW | 56.1 | 43.9 | 15.1 | 17.2 | 6.9 | 10.7 | 4.4 | 3.1 | 3.8 | 3.4 |
| | CLF | 54.6 | 45.4 | 15.2 | 12.6 | 4.7 | 5.3 | 7.8 | 5.0 | 2.7 | 2.3 |

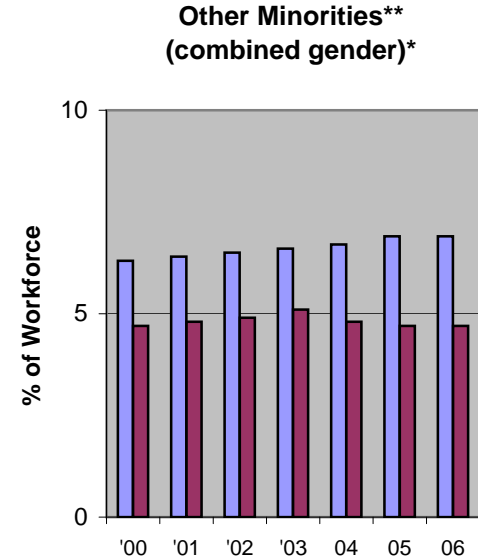
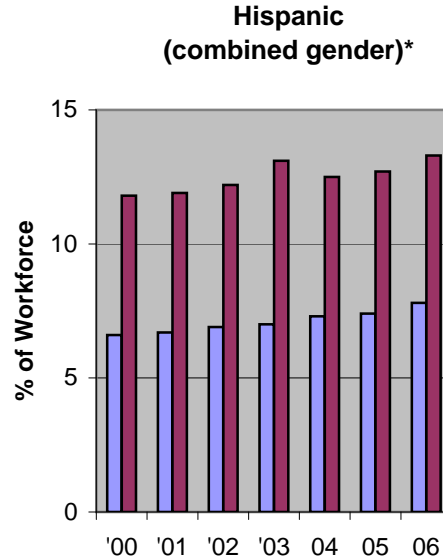
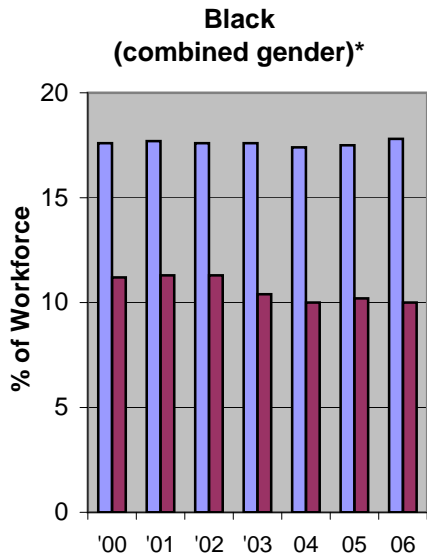
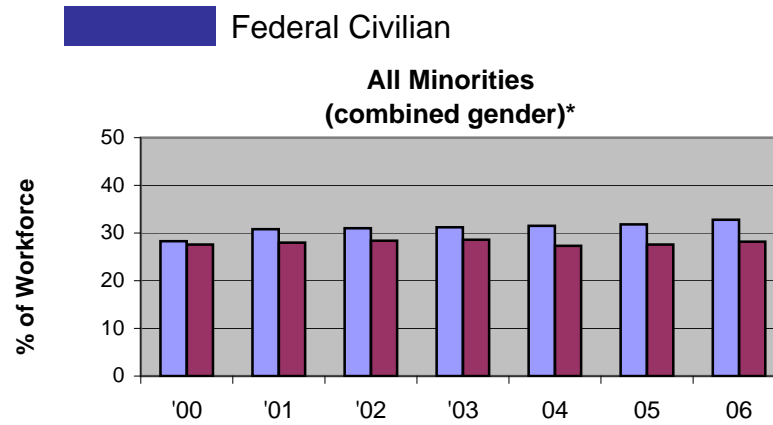
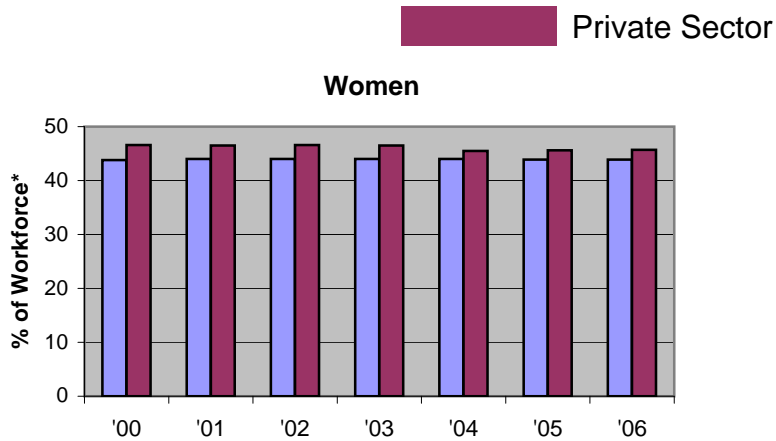
Note: **FCW** = Federal Civilian Workforce; Covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF). Note that due to different population coverage, the Race/National Origin percentage distributions found in this table could differ from those presented in other tables.

CLF = Civilian Labor Force; derived from Bureau of Labor Statistics, September Current Population Survey.

Percentages are computed and rounded independently and may not add to 100.

"All Minorities" includes the following Race/National Origin categories: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native.

Employment of Minorities Federal Civilian Workforce and U.S. Civilian Labor Force 2000-2006



*Derived from source data in the table on page 40. **Asian/Pacific Islander, American Indian/Alaska Native

Executive Branch Employment of Workers with Disabilities

2002 - 2006

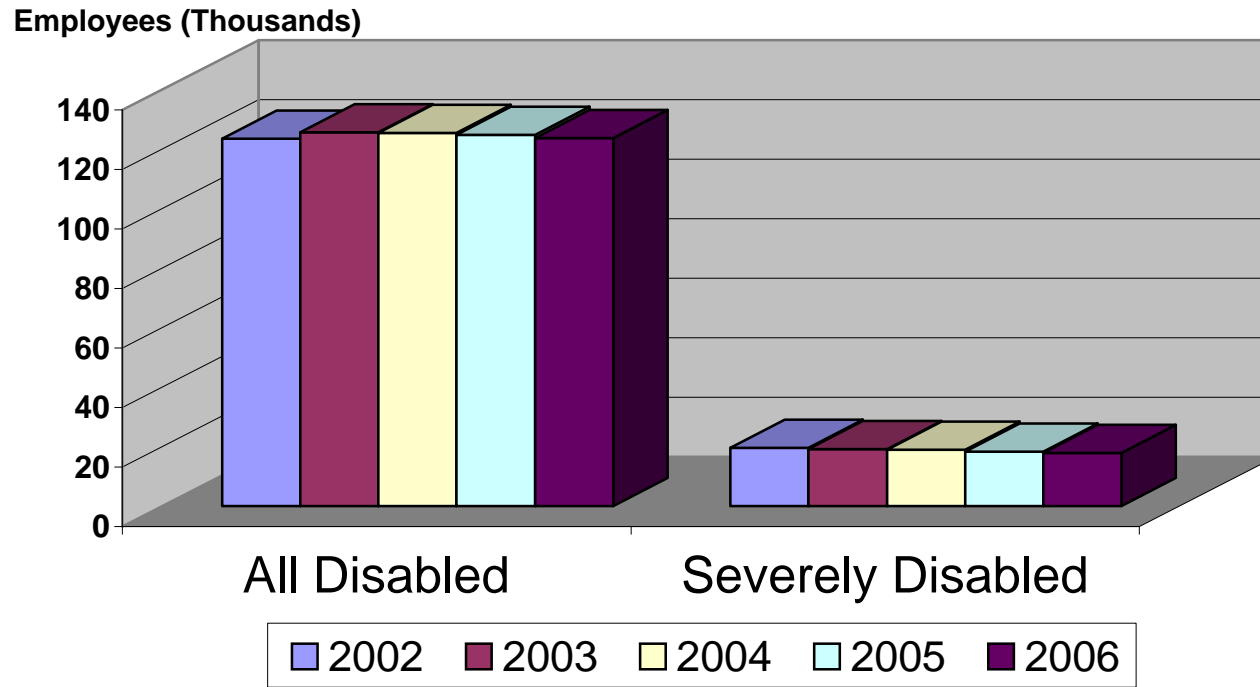
| | 2002 | 2003 | 2004 | 2005 | 2006 |
|----------------------------------|----------------|----------------|----------------|----------------|----------------|
| Workers with Disabilities | 123,308 | 125,408 | 125,293 | 124,661 | 123,484 |
| <i>% of total Workforce</i> | <i>7.1</i> | <i>7</i> | <i>7</i> | <i>6.9</i> | <i>6.8</i> |
| Severely Disabled * | 19,455 | 19,121 | 18,826 | 18,266 | 17,711 |
| <i>% of total Workforce</i> | <i>1.1</i> | <i>1.1</i> | <i>1.0</i> | <i>1.0</i> | <i>1.0</i> |

* As designated by the Equal Employment Opportunity Commission (EEOC).

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

Executive Branch Employment of Workers with Disabilities

2002 - 2006



EMPLOYEES WITH DISABILITIES BY EXECUTIVE BRANCH DEPARTMENTS

as of September 30, 2006

| | ALL EMPLOYEES TOTAL | DISABILITY STATUS | | | | | | | |
|---|------------------------|-------------------|-----|-------------------------------------|-----|--------------|------|----------------|-----|
| | | DISABLED | %* | EEOC SPECIFIED DISABILITY** %*** | | NON-DISABLED | %* | NOT IDENTIFIED | % |
| EXECUTIVE BRANCH | 1,848,339 | 123,484 | 6.8 | 17,711 | 1.0 | 1,680,391 | 93.2 | 44,464 | 2.4 |
| EXECUTIVE DEPTS | 1,678,541 | 112,528 | 6.8 | 15,407 | 0.9 | 1,531,779 | 93.2 | 34,234 | 2.0 |
| Department of Agriculture | 105,431 | 7,056 | 6.9 | 1,009 | 1.0 | 95,532 | 93.1 | 2,843 | 2.7 |
| Department of Commerce | 40,527 | 2,517 | 6.4 | 334 | 0.8 | 37,065 | 93.6 | 945 | 2.3 |
| Department of Defense | 667,786 | 45,271 | 6.9 | 5,448 | 0.8 | 610,396 | 93.1 | 12,119 | 1.8 |
| Department of the Army | 238,885 | 16,999 | 7.2 | 1,719 | 0.7 | 217,580 | 92.8 | 4,306 | 1.8 |
| Department of the Navy | 173,616 | 11,060 | 6.5 | 1,430 | 0.8 | 158,604 | 93.5 | 3,952 | 2.3 |
| Department of the Air Force | 158,887 | 9,796 | 6.2 | 1,123 | 0.7 | 147,287 | 93.8 | 1,804 | 1.1 |
| Department of Education | 4,331 | 262 | 6.5 | 59 | 1.5 | 3,796 | 93.5 | 273 | 6.3 |
| Department of Energy | 14,943 | 949 | 6.6 | 111 | 0.8 | 13,389 | 93.4 | 605 | 4.0 |
| Department of Health and Human Services | 63,290 | 3,471 | 5.8 | 576 | 1.0 | 56,882 | 94.2 | 2,937 | 4.6 |
| Department of Homeland Security | 168,506 | 7,396 | 4.4 | 708 | 0.4 | 158,944 | 95.6 | 2,166 | 1.3 |
| Department of Housing and Urban Development | 9,813 | 803 | 8.5 | 130 | 1.4 | 8,684 | 91.5 | 326 | 3.3 |
| Department of the Interior | 73,073 | 4,921 | 6.9 | 684 | 1.0 | 66,026 | 93.1 | 2,126 | 2.9 |
| Department of Justice | 105,670 | 3,658 | 3.5 | 413 | 0.4 | 100,707 | 96.5 | 1,305 | 1.2 |
| Department of Labor | 15,324 | 1,125 | 7.6 | 186 | 1.3 | 13,605 | 92.4 | 594 | 3.9 |
| Department of State | 10,124 | 630 | 6.3 | 62 | 0.6 | 9,335 | 93.7 | 159 | 1.6 |
| Department of Transportation | 53,828 | 2,768 | 5.2 | 285 | 0.5 | 49,981 | 94.8 | 1,079 | 2.0 |
| Department of the Treasury | 106,583 | 9,626 | 9.2 | 1,839 | 1.8 | 94,743 | 90.8 | 2,214 | 2.1 |
| Department of Veterans Affairs | 239,312 | 22,075 | 9.4 | 3,563 | 1.5 | 212,694 | 90.6 | 4,543 | 1.9 |
| ALL OTHER Executive Branch Agencies | 168,628 | 10,925 | 6.9 | 2,300 | 1.5 | 147,495 | 93.1 | 10,208 | 6.1 |

*This percent is derived by dividing the Disabled/Non-Disabled population by the Total population minus those Not Identified.

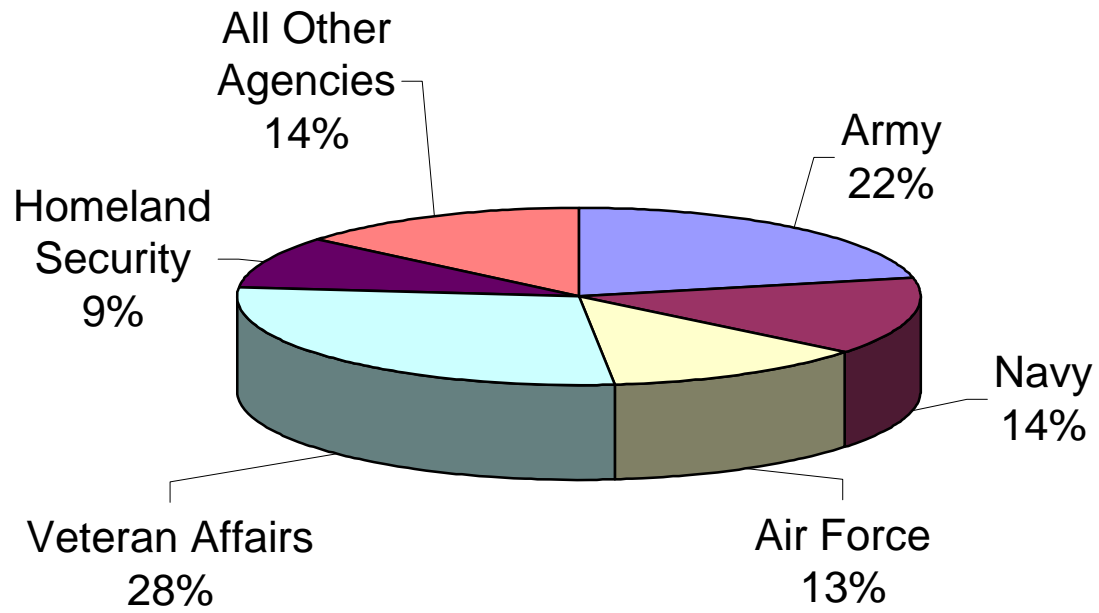
**The Equal Employment Opportunity Commission (EEOC) has specified disabilities which classify employees as "severely disabled," including: total deafness in both ears (with or without understandable speech); blindness in both eyes; missing arms or legs; paralysis; convulsive disorders (e.g., epilepsy); mental retardation; and, mental or emotional illness.

***This number represents percent of the overall for each agency.

Source: "Demographic Profile of the Federal Workforce" (202) 606-1309 fedstats@opm.gov U.S. Office of Personnel Management

Distribution of Employees With Disabilities by Agency

September 30, 2006



Executive Branch Agencies Race/National Origin: Employment and Average Salary by White-Collar Occupational Category (PATCO)

September 30, 2006

| Occupational Category | Total On-Board | Total Minorities | Black | Hispanic | Asian / Pacific Islander | American Indian* | White, Non-Hispanic |
|------------------------------|------------------|------------------|----------------|----------------|--------------------------|------------------|---------------------|
| Total White-Collar | 1,644,329 | 523,963 | 280,319 | 122,774 | 86,541 | 33,324 | 1,120,366 |
| <i>Average Salary (\$)</i> | <i>66,542</i> | <i>59,414</i> | <i>57,882</i> | <i>58,282</i> | <i>68,807</i> | <i>52,752</i> | <i>69,879</i> |
| Professional Series | 445,503 | 109,169 | 41,838 | 21,668 | 38,997 | 6,404 | 336,334 |
| <i>Average Salary (\$)</i> | <i>84,216</i> | <i>79,653</i> | <i>77,149</i> | <i>78,106</i> | <i>84,953</i> | <i>69,556</i> | <i>85,700</i> |
| Administrative Series | 638,760 | 188,650 | 108,071 | 46,636 | 23,898 | 9,698 | 450,110 |
| <i>Average Salary (\$)</i> | <i>76,908</i> | <i>71,853</i> | <i>72,591</i> | <i>69,757</i> | <i>73,040</i> | <i>70,840</i> | <i>79,028</i> |
| Technical Series | 341,231 | 131,486 | 77,723 | 28,135 | 13,905 | 11,495 | 209,745 |
| <i>Average Salary (\$)</i> | <i>43,341</i> | <i>41,398</i> | <i>41,947</i> | <i>41,373</i> | <i>41,622</i> | <i>37,592</i> | <i>44,560</i> |
| Clerical Series | 156,024 | 69,839 | 42,465 | 14,786 | 7,963 | 4,486 | 86,185 |
| <i>Average Salary (\$)</i> | <i>32,656</i> | <i>32,650</i> | <i>33,457</i> | <i>31,498</i> | <i>31,018</i> | <i>31,830</i> | <i>32,660</i> |
| Other Series | 62,811 | 27,819 | 10,222 | 11,549 | 1,778 | 1,241 | 37,992 |
| <i>Average Salary (\$)</i> | <i>46,437</i> | <i>46,731</i> | <i>44,681</i> | <i>50,293</i> | <i>39,928</i> | <i>40,543</i> | <i>46,246</i> |

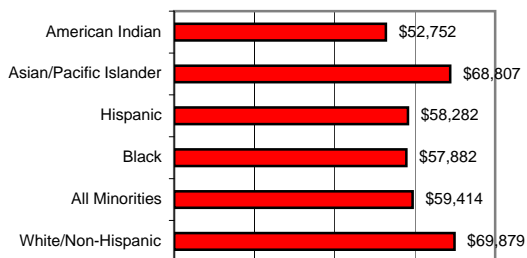
* American Indian refers to the American Indian/Alaska Native category on Pages 46 and 47.

Note: "PATCO" = "Professional, Administrative, Technical, Clerical, Other"

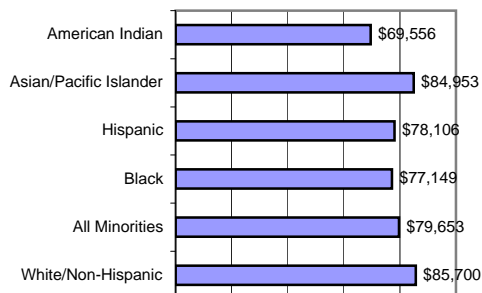
Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

Executive Branch Employment Race/National Origin Average Salary by White-Collar Occupational Category (PATCO)* September 30, 2006

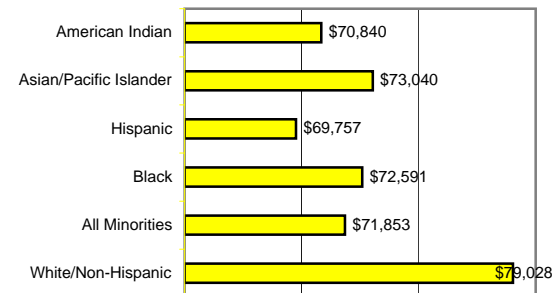
**All PATCO*
Categories**



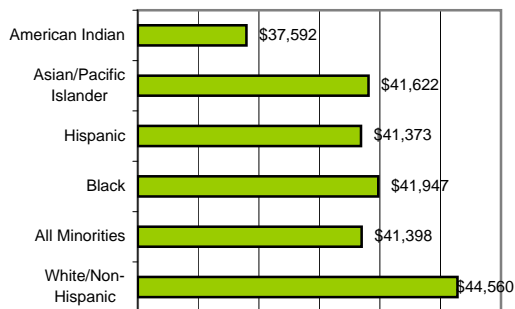
Professional Series



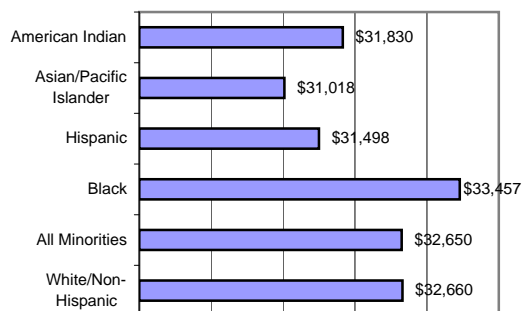
Administrative Series



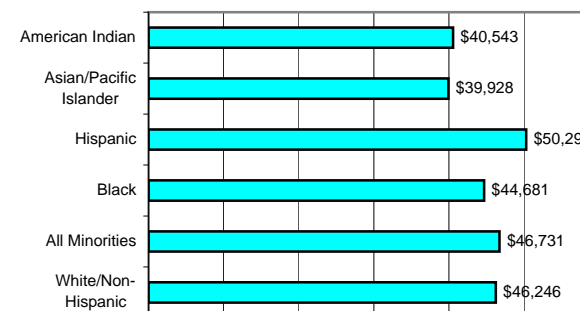
Technical Series



Clerical Series



Other White Collar Series



* PATCO = Professional, Administrative, Technical, Clerical, Other

Federal Civilian Workforce and U.S. Civilian Labor Force Race/National Origin (RNO):

As of September 30, 2006

| | Total | Men | Women | Total Minority | Black | Hispanic | Asian/ Pacific Islander | American Indian/ Alaska Native | White Non- Hispanic |
|-------------|-------|------|-------|----------------|-------|----------|-------------------------------|---|---------------------------|
| FCW* | 100.0 | 56.1 | 43.9 | 32.3 | 17.6 | 7.5 | 5.0 | 2.0 | 68.2 |
| CLF* | 100.0 | 54.3 | 45.7 | 28.2 | 10.0 | 13.3 | 4.3 | 0.6 | 72.5 |

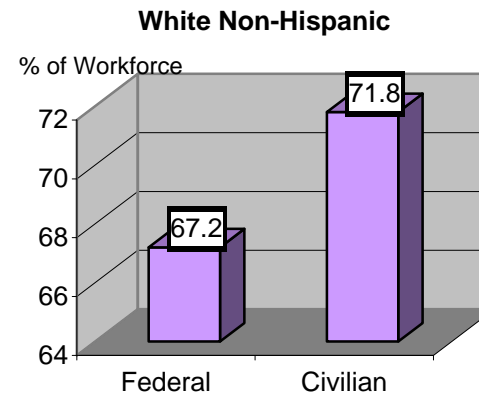
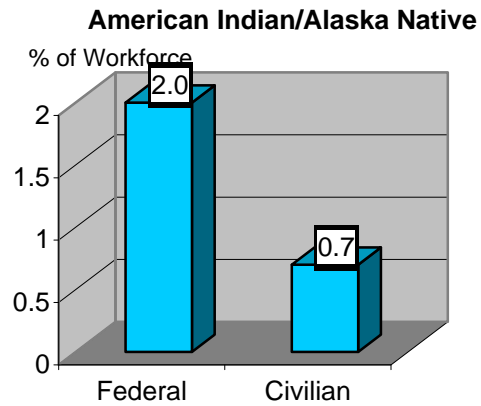
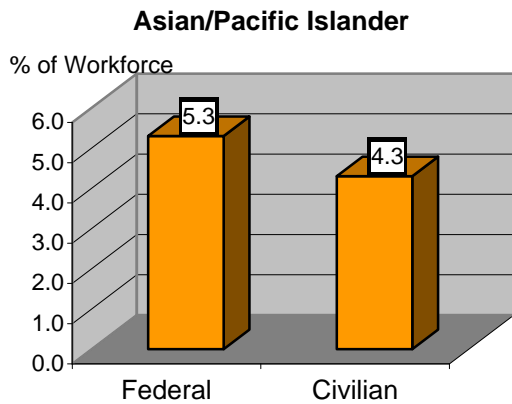
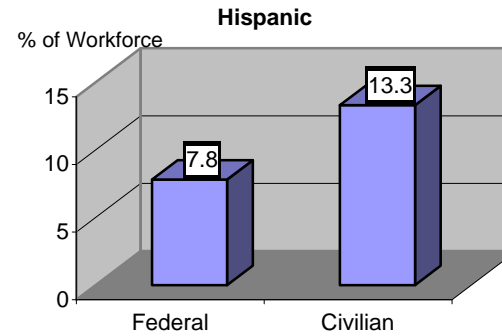
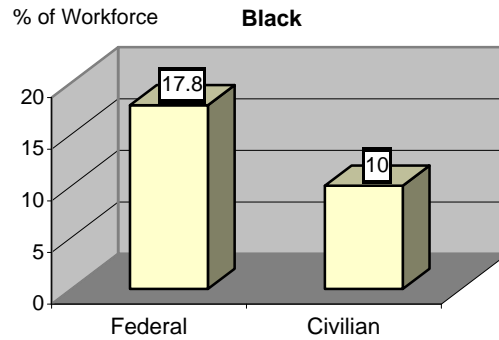
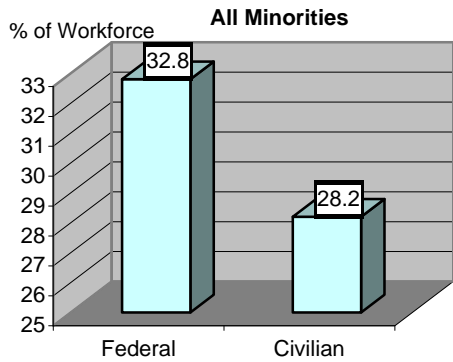
* Notes: FCW = Federal Civilian Workforce; covers full and part-time permanent employees in non-Postal Executive Branch agencies participating in Central Personnel Data File (CPDF). Note that due to different population coverage, the Race/National Origin percentage distributions found in this table could differ from those presented in other tables.

CLF = U.S. Civilian Labor Force; Derived from Bureau of Labor Statistics, September Current Population Survey.

Percents are rounded independently, and are not forced to sum to subtotals.

Federal Civilian Workforce and U.S. Civilian Labor Force Race/National Origin

September 2006



Executive Branch Employment of Women by White-Collar Occupational (PATCO)* Category

1998 - 2006

| | 1998 | 2000 | 2002 | 2003 | 2004 | 2005 | 2006 |
|---------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Total White-Collar | 1,563,644 | 1,532,484 | 1,601,450 | 1,629,461 | 1,646,054 | 1,651,034 | 1,644,329 |
| Women | 775,575 | 765,579 | 786,118 | 794,313 | 800,110 | 799,842 | 793,989 |
| <i>% Women</i> | 49.6 | 50.0 | 49.1 | 48.7 | 48.6 | 48.4 | 48.3 |
| Professional | 439,041 | 420,482 | 429,842 | 436,206 | 443,406 | 447,184 | 445,503 |
| Women | 171,064 | 171,106 | 176,594 | 181,847 | 187,270 | 190,221 | 191,816 |
| <i>% Women</i> | 39.0 | 40.7 | 41.1 | 41.7 | 42.2 | 42.5 | 43.1 |
| Administrative | 530,192 | 547,862 | 586,038 | 603,136 | 617,613 | 629,321 | 638,760 |
| Women | 225,649 | 241,483 | 261,562 | 269,301 | 275,836 | 281,472 | 285,554 |
| <i>% Women</i> | 42.6 | 44.1 | 44.6 | 44.7 | 44.7 | 44.7 | 44.7 |
| Technical | 348,720 | 339,100 | 376,025 | 389,625 | 388,442 | 381,187 | 341,231 |
| Women | 210,409 | 204,116 | 216,798 | 221,581 | 220,902 | 216,194 | 200,235 |
| <i>% Women</i> | 60.3 | 60.2 | 57.7 | 56.9 | 56.9 | 56.7 | 58.7 |
| Clerical | 198,222 | 175,018 | 154,580 | 142,479 | 135,890 | 131,812 | 156,024 |
| Women | 162,669 | 142,237 | 123,312 | 113,248 | 107,230 | 103,162 | 107,501 |
| <i>% Women</i> | 82.1 | 81.3 | 79.8 | 79.5 | 78.9 | 78.3 | 68.9 |
| Other | 47,469 | 50,222 | 54,965 | 58,015 | 51,831 | 61,530 | 62,811 |
| Women | 5,784 | 6,637 | 7,852 | 8,336 | 8,872 | 8,793 | 8,883 |
| <i>% Women</i> | 12.2 | 13.2 | 14.3 | 14.4 | 17.1 | 14.3 | 14.1 |

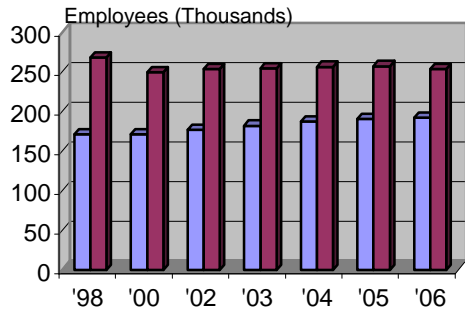
*PATCO = Professional, Administrative, Technical, Clerical, Other

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov

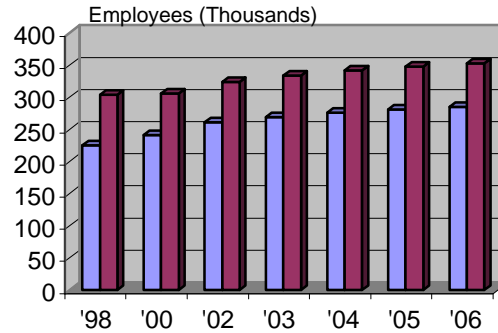
Executive Branch Employment of Women by Occupational Category 1998 - 2006



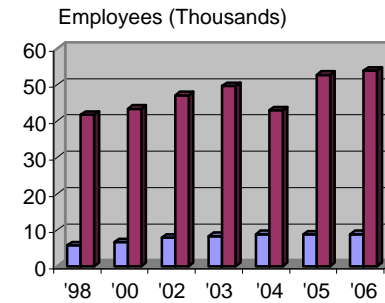
Professional



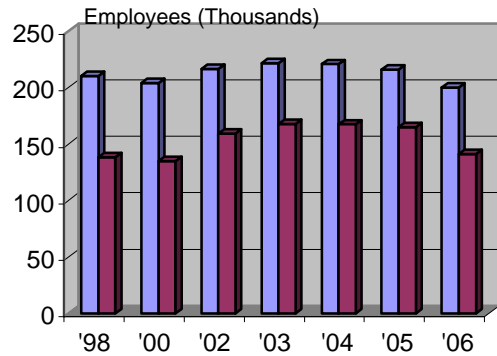
Administrative



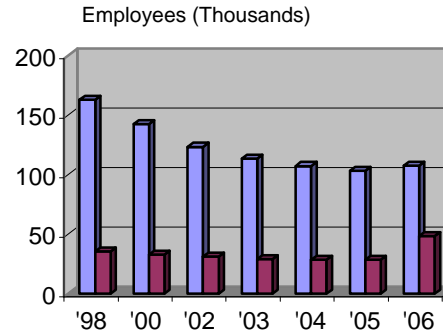
Other



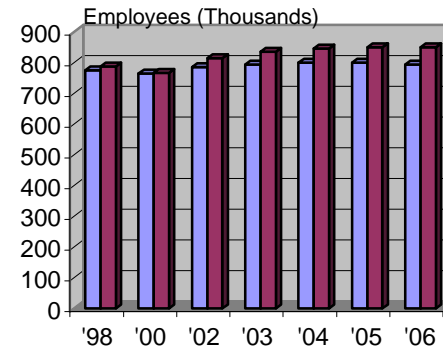
Technical



Clerical



All Categories

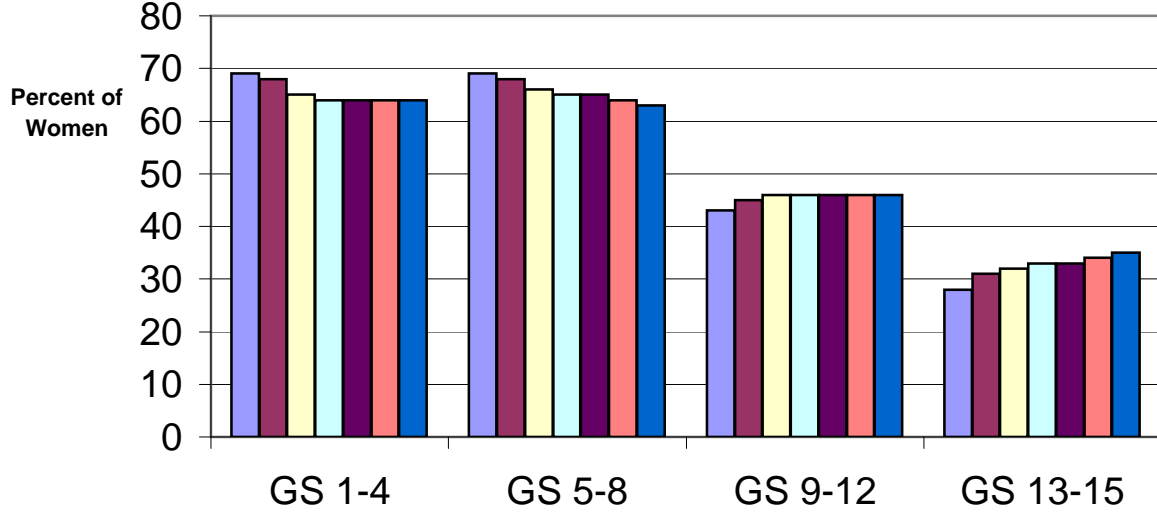


Executive Branch Employment of Women by General Schedule (GS) and Related Grades

1998 - 2006

| | 1998 | 2000 | 2002 | 2003 | 2004 | 2005 | 2006 | % change 1998 - '2006 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------------------------|
| I GS and Related | 702,728 | 688,790 | 698,099 | 694,440 | 696,164 | 695,753 | 680,575 | -1.0% |
| GS 1 | 2,190 | 1,793 | 1,653 | 1,671 | 1,668 | 1,705 | 1,732 | -22.1% |
| GS 2 | 4,479 | 3,573 | 3,689 | 3,103 | 2,717 | 2,767 | 2,754 | -38.2% |
| GS 3 | 18,845 | 16,917 | 15,894 | 13,997 | 13,390 | 13,040 | 11,204 | -30.8% |
| GS 4 | 51,494 | 45,559 | 41,430 | 39,262 | 37,501 | 35,687 | 33,627 | -30.7% |
| GS 1 - 4 | 77,008 | 67,842 | 62,666 | 58,033 | 55,276 | 53,199 | 49,317 | -30.9% |
| GS 5 | 94,146 | 83,476 | 77,036 | 72,418 | 69,763 | 67,364 | 64,622 | -28.4% |
| GS 6 | 70,171 | 64,187 | 60,997 | 59,166 | 57,501 | 55,701 | 53,662 | -20.6% |
| GS 7 | 93,725 | 88,239 | 88,926 | 87,930 | 87,931 | 86,573 | 82,632 | -7.6% |
| GS 8 | 28,554 | 33,505 | 34,797 | 35,398 | 36,523 | 36,254 | 35,536 | 27.0% |
| GS 5 - 8 | 286,596 | 269,407 | 261,756 | 254,912 | 251,718 | 245,892 | 236,452 | -14.2% |
| GS 9 | 68,058 | 68,028 | 70,063 | 70,312 | 70,063 | 70,669 | 70,340 | 3.8% |
| GS 10 | 8,122 | 8,124 | 8,536 | 8,932 | 8,924 | 8,700 | 7,986 | 7.1% |
| GS 11 | 88,419 | 88,592 | 89,364 | 89,914 | 91,206 | 91,317 | 90,221 | 3.3% |
| GS 12 | 85,028 | 86,808 | 93,881 | 95,344 | 96,783 | 98,391 | 97,499 | 15.7% |
| GS 9 - 12 | 249,627 | 251,552 | 261,844 | 264,502 | 266,976 | 269,077 | 266,046 | 7.8% |
| GS 13 | 54,338 | 60,456 | 67,570 | 69,876 | 72,165 | 74,449 | 74,789 | 37.0% |
| GS 14 | 23,265 | 25,953 | 29,291 | 30,994 | 32,780 | 34,657 | 34,831 | 49.0% |
| GS 15 | 11,894 | 13,580 | 14,972 | 16,123 | 17,249 | 18,479 | 19,140 | 55.4% |
| GS 13 - 15 | 89,497 | 99,989 | 111,833 | 116,993 | 122,194 | 127,585 | 128,760 | 42.6% |

Executive Branch Employment of Women By General Schedule (GS) and Related Grades 1998 - 2006



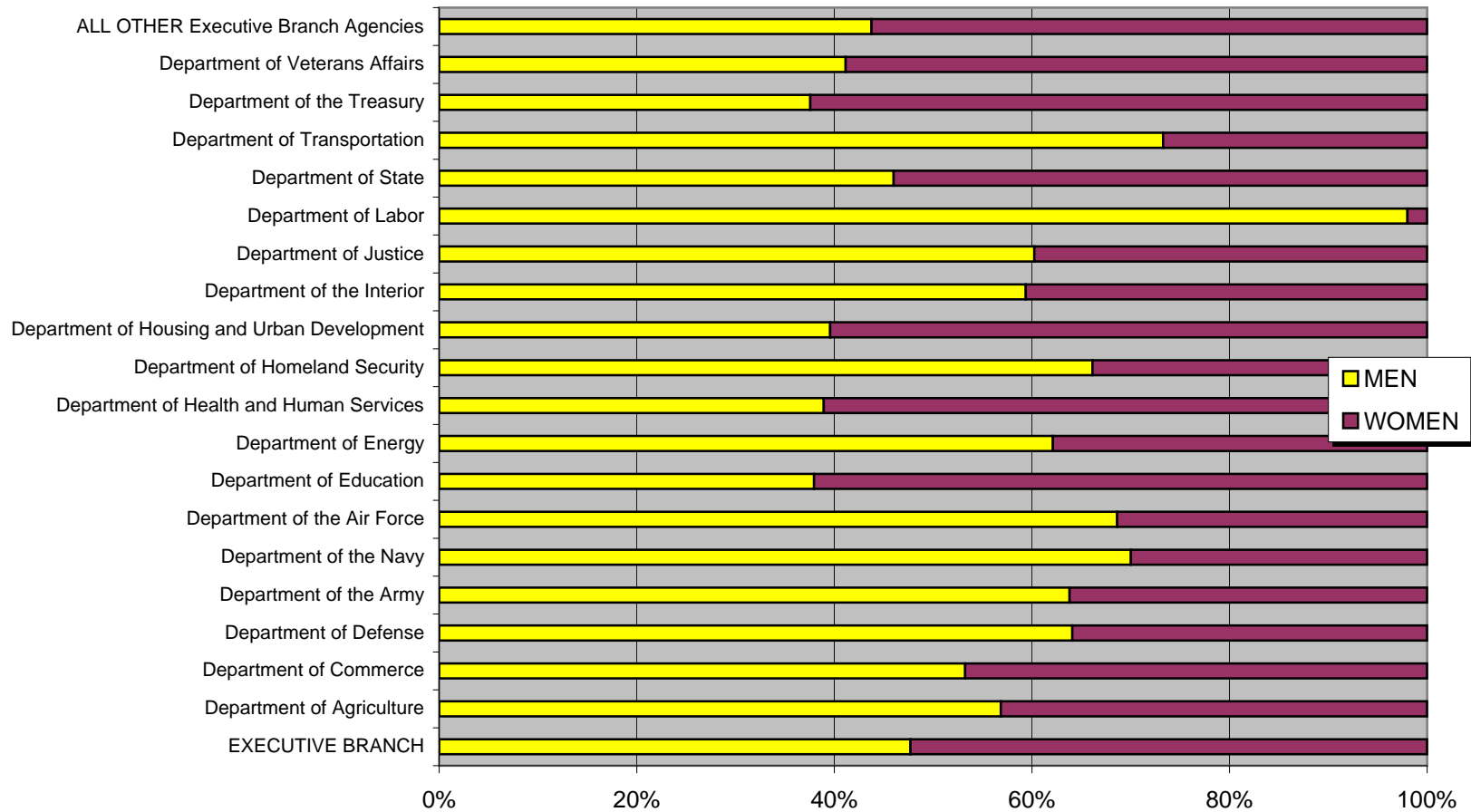
EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND GENDER

as of September 30, 2006

| | ALL | GENDER | | | |
|---|-----------|-----------|------|---------|------|
| | TOTAL | MEN | % | WOMEN | % |
| EXECUTIVE BRANCH | 1,848,339 | 1,031,942 | 55.8 | 816,397 | 44.2 |
| EXECUTIVE DEPARTMENTS | 1,678,541 | 957,605 | 57.0 | 720,936 | 43.0 |
| Department of Agriculture | 105,431 | 59,930 | 56.8 | 45,501 | 43.2 |
| Department of Commerce | 40,527 | 21,575 | 53.2 | 18,952 | 46.8 |
| Department of Defense | 667,786 | 427,968 | 64.1 | 239,818 | 35.9 |
| Department of the Army | 238,885 | 152,406 | 63.8 | 86,479 | 36.2 |
| Department of the Navy | 173,616 | 121,565 | 70.0 | 52,051 | 30.0 |
| Department of the Air Force | 158,887 | 109,029 | 68.6 | 49,858 | 31.4 |
| Department of Education | 4,331 | 1,643 | 37.9 | 2,688 | 62.1 |
| Department of Energy | 14,943 | 9,283 | 62.1 | 5,660 | 37.9 |
| Department of Health and Human Services | 63,290 | 24,635 | 38.9 | 38,655 | 61.1 |
| Department of Homeland Security | 168,506 | 111,416 | 66.1 | 57,090 | 33.9 |
| Department of Housing and Urban Development | 9,813 | 3,883 | 39.6 | 5,930 | 60.4 |
| Department of the Interior | 73,073 | 43,388 | 59.4 | 29,685 | 40.6 |
| Department of Justice | 105,670 | 63,660 | 60.2 | 42,010 | 39.8 |
| Department of Labor | 15,324 | 15,018 | 98.0 | 306 | 2.0 |
| Department of State | 10,124 | 4,657 | 46.0 | 5,467 | 54.0 |
| Department of Transportation | 53,828 | 39,437 | 73.3 | 14,391 | 26.7 |
| Department of the Treasury | 106,583 | 40,040 | 37.6 | 66,543 | 62.4 |
| Department of Veterans Affairs | 239,312 | 98,457 | 41.1 | 140,855 | 58.9 |
| ALL OTHER Executive Branch Agencies | 168,628 | 73,771 | 43.7 | 94,857 | 56.3 |

*Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management*

Employment by Executive Branch Department: Gender as of September 30, 2006



EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND RACE AND NATIONAL ORIGIN

as of September 30, 2006

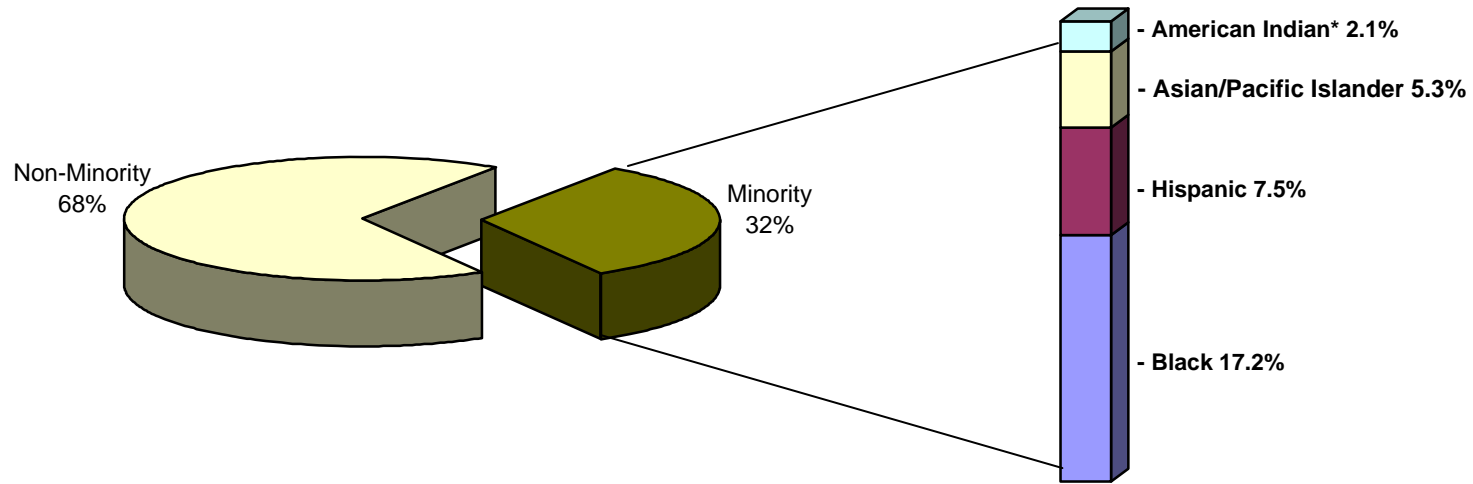
| | ALL | | | MINORITIES | | | | | | | | | |
|---|-----------|-----------|------|-----------------|------|---------|------|----------|------|---------|------|--------------------|------|
| | TOTAL | WHITES | % | ALL MINORITIES* | | BLACK | | HISPANIC | | ASIAN** | | AMERICAN INDIAN*** | |
| | | | | MINORITIES* | % | BLACK | % | HISPANIC | % | ASIAN** | % | INDIAN*** | % |
| EXECUTIVE BRANCH | 1,848,339 | 1,254,308 | 67.9 | 594,031 | 32.1 | 317,697 | 17.2 | 138,596 | 7.5 | 97,288 | 5.3 | 39,305 | 2.1 |
| EXECUTIVE DEPARTMENTS | 1,678,541 | 1,149,637 | 68.5 | 528,904 | 31.5 | 275,988 | 16.4 | 124,906 | 7.4 | 89,191 | 5.3 | 37,778 | 2.3 |
| Department of Agriculture | 105,431 | 81,761 | 77.5 | 23,670 | 22.5 | 11,344 | 10.8 | 6,833 | 6.5 | 3,037 | 2.9 | 2,421 | 2.3 |
| Department of Commerce | 40,527 | 28,434 | 70.2 | 12,093 | 29.8 | 6,609 | 16.3 | 1,614 | 4.0 | 3,596 | 8.9 | 259 | 0.6 |
| Department of Defense | 667,786 | 481,036 | 72.0 | 186,750 | 28.0 | 98,773 | 14.8 | 41,366 | 6.2 | 39,761 | 6.0 | 6,174 | 0.9 |
| Department of the Army | 238,885 | 171,210 | 71.7 | 67,675 | 28.3 | 38,958 | 16.3 | 16,235 | 6.8 | 9,810 | 4.1 | 2,438 | 1.0 |
| Department of the Navy | 173,616 | 123,357 | 71.1 | 50,259 | 28.9 | 22,649 | 13.0 | 7,895 | 4.5 | 18,356 | 10.6 | 1,194 | 0.7 |
| Department of the Air Force | 158,887 | 121,283 | 76.3 | 37,604 | 23.7 | 18,054 | 11.4 | 11,819 | 7.4 | 5,774 | 3.6 | 1,813 | 1.1 |
| Department of Education | 4,331 | 2,406 | 55.6 | 1,925 | 44.4 | 1,512 | 34.9 | 182 | 4.2 | 187 | 4.3 | 44 | 1.0 |
| Department of Energy | 14,943 | 11,404 | 76.3 | 3,539 | 23.7 | 1,662 | 11.1 | 959 | 6.4 | 676 | 4.5 | 232 | 1.6 |
| Department of Health and Human Services | 63,290 | 34,400 | 54.4 | 28,890 | 45.6 | 10,895 | 17.2 | 2,319 | 3.7 | 4,909 | 7.8 | 10,767 | 17.0 |
| Department of Homeland Security | 168,506 | 106,619 | 63.3 | 61,887 | 36.7 | 24,336 | 14.4 | 28,237 | 16.8 | 7,445 | 4.4 | 1,867 | 1.1 |
| Department of Housing and Urban Development | 9,813 | 4,845 | 49.4 | 4,968 | 50.6 | 3,702 | 37.7 | 714 | 7.3 | 440 | 4.5 | 106 | 1.1 |
| Department of the Interior | 73,073 | 53,293 | 72.9 | 19,780 | 27.1 | 3,741 | 5.1 | 3,537 | 4.8 | 1,497 | 2.0 | 10,877 | 14.9 |
| Department of Justice | 105,670 | 73,737 | 69.8 | 31,993 | 30.3 | 18,454 | 17.5 | 9,285 | 8.8 | 3,314 | 3.1 | 874 | 0.8 |
| Department of Labor | 15,324 | 9,911 | 64.7 | 5,413 | 35.3 | 3,561 | 23.2 | 1,046 | 6.8 | 710 | 4.6 | 96 | 0.6 |
| Department of State | 10,124 | 6,375 | 63.0 | 3,749 | 37.0 | 2,844 | 28.1 | 438 | 4.3 | 431 | 4.3 | 36 | 0.4 |
| Department of Transportation | 53,828 | 41,817 | 77.7 | 12,011 | 22.3 | 5,995 | 11.1 | 3,227 | 6.0 | 2,003 | 3.7 | 762 | 1.4 |
| Department of the Treasury | 106,583 | 66,705 | 62.6 | 39,878 | 37.4 | 25,653 | 24.1 | 8,675 | 8.1 | 4,604 | 4.3 | 872 | 0.8 |
| Department of Veterans Affairs | 239,312 | 146,894 | 61.4 | 92,418 | 38.6 | 56,907 | 23.8 | 16,474 | 6.9 | 16,581 | 6.9 | 2,391 | 1.0 |
| ALL OTHER Executive Branch Agencies | 168,628 | 103,830 | 61.6 | 64,798 | 38.4 | 41,494 | 24.6 | 13,655 | 8.1 | 8,023 | 4.8 | 1,524 | 0.9 |

*All Minorities includes the Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native categories.

Asian refers to Asian/Pacific Islander. *American Indian refers to American Indian/Alaska Native

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

Executive Branch Minority Employment: Race/National Origin as of September 30, 2006



*American Indian refers to American Indian/Alaska Native

EMPLOYMENT BY EXECUTIVE BRANCH DEPARTMENT AND AGE GROUPINGS

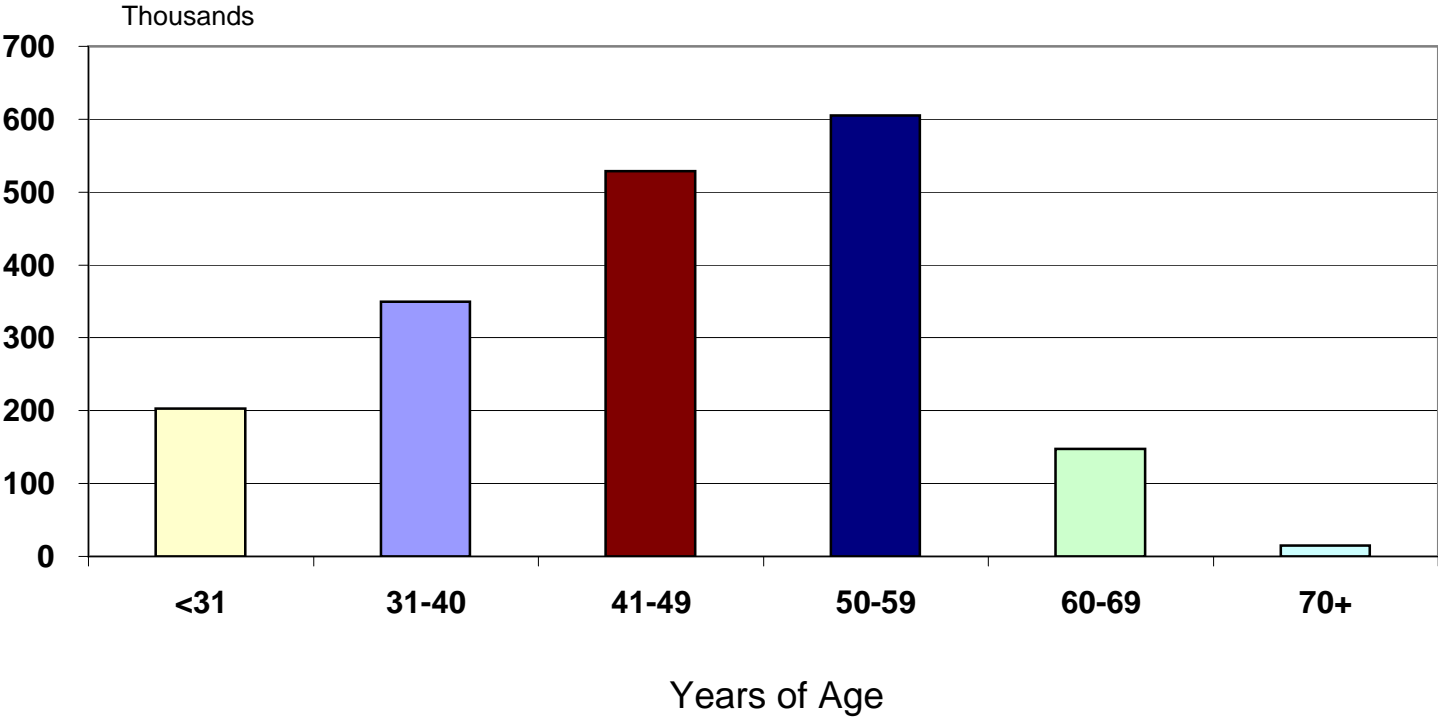
as of September 30, 2006

| | AVERAGE | | <31 % | | 31-40 % | | 41-49 % | | 50-59 % | | 60-69 % | | 70+ % | |
|---|---------|-----------|---------|------|---------|------|---------|------|---------|------|---------|------|--------|-----|
| | AGE | TOTAL | | | | | | | | | | | | |
| EXECUTIVE BRANCH | 45.9 | 1,848,339 | 202,469 | 11.0 | 349,725 | 18.9 | 528,940 | 28.6 | 605,110 | 32.7 | 147,568 | 8.0 | 14,527 | 0.8 |
| EXECUTIVE DEPARTMENTS | 45.8 | 1,678,541 | 184,972 | 11.0 | 318,095 | 19.0 | 483,700 | 28.8 | 546,900 | 32.6 | 132,185 | 7.9 | 12,689 | 0.8 |
| Department of Agriculture | 44.8 | 105,431 | 17,204 | 16.3 | 18,333 | 17.4 | 26,441 | 25.1 | 34,746 | 33.0 | 7,688 | 7.3 | 1,019 | 1.0 |
| Department of Commerce | 45.8 | 40,527 | 5,212 | 12.9 | 8,429 | 20.8 | 10,414 | 25.7 | 11,572 | 28.6 | 3,989 | 9.8 | 911 | 2.2 |
| Department of Defense | 46.2 | 667,786 | 70,881 | 10.6 | 105,261 | 15.8 | 204,227 | 30.6 | 231,695 | 34.7 | 51,998 | 7.8 | 3,724 | 0.6 |
| Department of the Army | 46.1 | 238,885 | 26,293 | 11.0 | 39,892 | 16.7 | 69,961 | 29.3 | 82,494 | 34.5 | 18,785 | 7.9 | 1,460 | 0.6 |
| Department of the Navy | 46.7 | 173,616 | 17,050 | 9.8 | 24,460 | 14.1 | 54,609 | 31.5 | 62,685 | 36.1 | 13,919 | 8.0 | 893 | 0.5 |
| Department of the Air Force | 45.8 | 158,887 | 16,754 | 10.5 | 27,026 | 17.0 | 52,329 | 32.9 | 51,103 | 32.2 | 10,898 | 6.9 | 777 | 0.5 |
| Department of Education | 47.5 | 4,331 | 380 | 8.8 | 892 | 20.6 | 1,046 | 24.2 | 1,484 | 34.3 | 479 | 11.1 | 50 | 1.2 |
| Department of Energy | 47.7 | 14,943 | 1,085 | 7.3 | 2,255 | 15.1 | 4,158 | 27.8 | 5,818 | 38.9 | 1,517 | 10.2 | 110 | 0.7 |
| Department of Health and Human Services | 47.3 | 63,290 | 4,993 | 7.9 | 13,224 | 20.9 | 17,068 | 27.0 | 20,630 | 32.6 | 6,609 | 10.4 | 766 | 1.2 |
| Department of Homeland Security | 42.4 | 168,506 | 30,850 | 18.3 | 46,607 | 27.7 | 41,767 | 24.8 | 37,287 | 22.1 | 10,553 | 6.3 | 1,442 | 0.9 |
| Department of Housing and Urban Development | 49.1 | 9,813 | 715 | 7.3 | 1,388 | 14.1 | 2,429 | 24.8 | 3,901 | 39.8 | 1,266 | 12.9 | 114 | 1.2 |
| Department of the Interior | 45.5 | 73,073 | 9,455 | 12.9 | 13,401 | 18.3 | 18,393 | 25.2 | 25,679 | 35.1 | 5,650 | 7.7 | 495 | 0.7 |
| Department of Justice | 41.9 | 105,670 | 11,462 | 10.8 | 37,712 | 35.7 | 34,930 | 33.1 | 18,624 | 17.6 | 2,751 | 2.6 | 191 | 0.2 |
| Department of Labor | 47.1 | 15,324 | 1,383 | 9.0 | 2,877 | 18.8 | 3,848 | 25.1 | 5,598 | 36.5 | 1,490 | 9.7 | 128 | 0.8 |
| Department of State | 47.6 | 10,124 | 1,339 | 13.2 | 1,718 | 17.0 | 2,249 | 22.2 | 2,983 | 29.5 | 1,462 | 14.4 | 373 | 3.7 |
| Department of Transportation | 46.2 | 53,828 | 3,715 | 6.9 | 9,197 | 17.1 | 20,449 | 38.0 | 15,992 | 29.7 | 4,187 | 7.8 | 358 | 0.7 |
| Department of the Treasury | 47.5 | 106,583 | 8,107 | 7.6 | 17,213 | 16.1 | 32,820 | 30.8 | 38,566 | 36.2 | 8,984 | 8.4 | 893 | 0.8 |
| Department of Veterans Affairs | 48.0 | 239,312 | 18,191 | 7.6 | 39,588 | 16.5 | 63,461 | 26.5 | 92,395 | 38.6 | 23,562 | 9.8 | 2,115 | 0.9 |
| ALL OTHER Executive Branch Agencies | 46.8 | 168,628 | 17,276 | 10.2 | 31,312 | 18.6 | 44,939 | 26.6 | 57,958 | 34.4 | 15,310 | 9.1 | 1,833 | 1.1 |

Source: "Demographic Profile of the Federal Workforce" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov
U.S. Office of Personnel Management

EXECUTIVE BRANCH EMPLOYMENT BY AGE GROUPINGS

As of September 30, 2006



Part 2:
**Compensation, Payroll,
and Work Years**

Civilian Payroll for Executive Branch Agencies

1994 - 2006

| | Sept-94 | Sept-96 | Sept-98 | Sept-00 | Sept-02 | Sept-03 | Sept-04 | Sept-05 | Sept-06 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Monthly Payroll (\$ Millions) | | | | | | | | | |
| Total Executive Branch | 6,937.7 | 6,763.5 | 7,073.3 | 7,436.5 | 8,018.2 | 8,550.1 | 8,938.9 | 9,218.3 | 11,778.8 |
| Executive Departments | 6,250.2 | 5,917.9 | 6,198.1 | 6,523.9 | 6,994.4 | 7,503.9 | 7,823.1 | 8,066.6 | 10,204.3 |
| Defense | 2,824.6 | 2,647.3 | 2,656.3 | 2,548.2 | 2,408.7 | 2,418.2 | 2,442.0 | 2,459.2 | 2,468.2 |
| All other Executive Departments | 3,425.6 | 3,270.6 | 3,451.8 | 3,975.7 | 4,585.7 | 5,085.6 | 5,412.9 | 5,642.7 | 7,736.1 |
| Independent Agencies | 687.5 | 845.6 | 875.2 | 912.6 | 1,023.8 | 1,046.2 | 1,084.0 | 1,116.3 | 1,574.4 |
| Fiscal Year (FY) | | | | | | | | | |
| | FY94 | FY96 | FY98 | FY00 | FY02 | FY03 | FY04 | FY05 | FY06 |
| Annual Payroll (in \$Billions) | 83.1 | 83.0 | 84.9 | 91.4 | 96.8 | 102.9 | 107.0 | 114.0 | 115.0 |
| <i>Percent Change*</i> | 7.2 | -0.1 | 2.3 | 10.1 | 5.9 | 6.3 | 4.0 | 6.5 | 0.9 |

Note: Data excludes U.S. Postal Service and Postal Rate Commission.

*Represents percent change from the previous reported year.

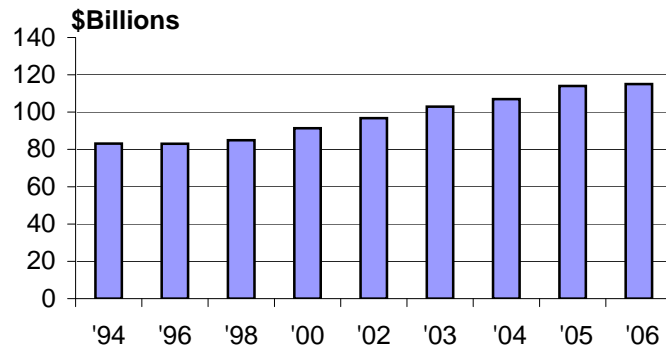
Source: "Monthly Report of Federal Civilian Employment (SF 113-A)" Workforce Information and Planning Group. (202) 606-1309 fedstats@opm.gov

Civilian Payroll

Executive Branch Agencies (Non-Postal)

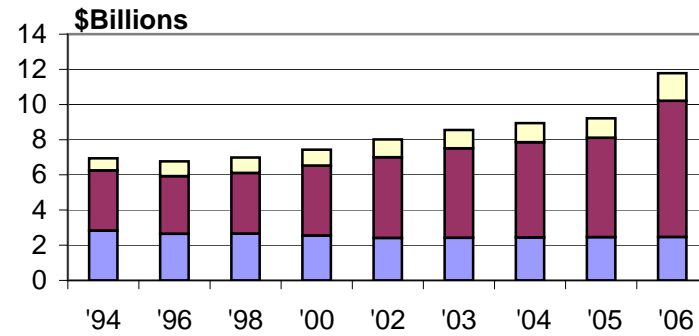
1994 - 2006

Annual



Governmentwide

Monthly



Independent Agencies
Other Executive Departments
Department of Defense

Trend of Civilian Compensation and Benefits

1998 - 2006 (\$ millions)

| | 1998 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Executive Branch | | | | | | | | |
| Direct Compensation* | 86,659 | 95,325 | 97,803 | 104,497 | 112,138 | 118,850 | 124,859 | 129,923 |
| Personnel Benefits* | 28,723 | 32,273 | 41,822 | 36,134 | 39,267 | 42,635 | 44,934 | 47,596 |
| U.S. Postal Service | | | | | | | | |
| Direct Compensation | 34,704 | 36,981 | 37,979 | 36,877 | 37,145 | 37,921 | 39,300 | 40,578 |
| Personnel Benefits | 9,648 | 11,116 | 11,629 | 12,670 | 12,079 | 12,854 | 13,084 | 13,989 |
| Legislative Branch | | | | | | | | |
| Direct Compensation | 1,273 | 1,375 | 1,420 | 1,521 | 1,638 | 1,761 | 1,803 | 1,842 |
| Personnel Benefits | 275 | 315 | 431 | 366 | 411 | 460 | 482 | 504 |
| Judicial Branch | | | | | | | | |
| Direct Compensation | 1,625 | 1,907 | 2,037 | 2,214 | 2,341 | 2,494 | 2,556 | 2,649 |
| Personnel Benefits | 406 | 493 | 640 | 591 | 636 | 682 | 736 | 782 |
| Legislative and Judicial Branches | | | | | | | | |
| Direct Compensation | 2,898 | 3,282 | 3,457 | 3,735 | 3,979 | 4,255 | 4,359 | 4,491 |
| Personnel Benefits | 681 | 808 | 1,071 | 957 | 1,047 | 1,142 | 1,218 | 1,286 |
| Total Direct Compensation | 124,261 | 135,588 | 139,239 | 145,109 | 153,262 | 161,026 | 168,518 | 174,992 |
| Total Personnel Benefits | 39,052 | 44,197 | 54,522 | 49,761 | 52,393 | 56,631 | 59,236 | 62,871 |
| Total Civilian Costs | 163,313 | 179,785 | 193,761 | 194,870 | 205,655 | 217,657 | 227,754 | 237,863 |
| Retired Civilian Pay* | 48,038 | 51,220 | 53,943 | 56,049 | 58,113 | 60,773 | 56,073 | 59,237 |

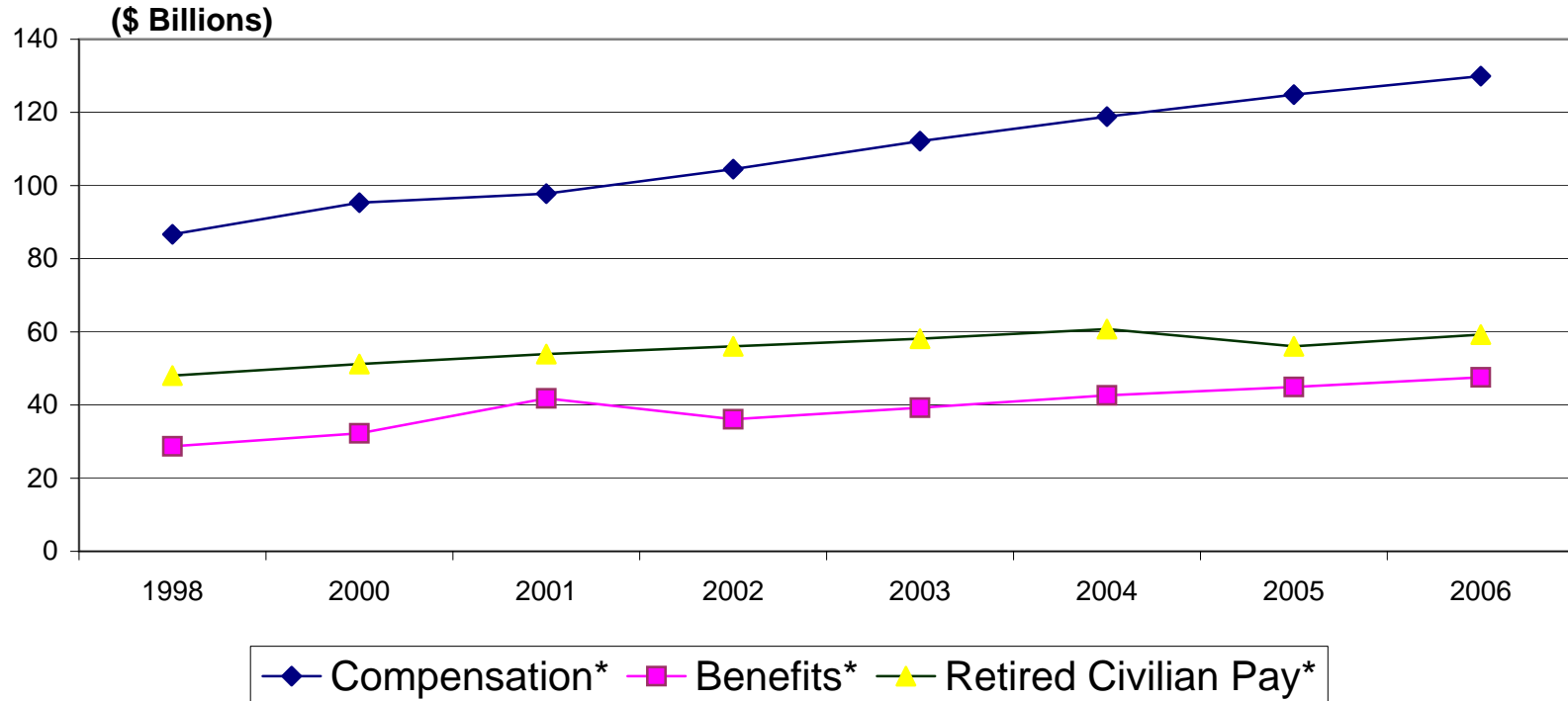
N/A = Not Available

* The chart on page 65 presents data for these categories only.

Source: "Personnel Compensation and Benefits Table, Special Analysis I and Analytical Perspectives, Budget of the United States" (202)606-2684 fedstats@opm.gov

Trend of Civilian Compensation and Benefits

1998 - 2006



See reference () on the table on page 63.

Work Years in Executive Branch Agencies

(Excludes U.S. Postal Service)

1997 - 2005

| | 1997 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Total Work Years | 1,861,377 | 1,848,750 | 1,870,956 | 1,791,388 | 1,888,664 | 1,966,437 | 1,979,462 | 2,718,534 |
| Basic Work Years | 1,808,085 | 1,800,287 | 1,808,728 | 1,732,997 | 1,792,361 | 1,852,930 | 1,877,223 | 2,540,988 |
| Full-time Permanent | 1,677,015 | 1,649,761 | 1,621,165 | 1,612,830 | 1,666,645 | 1,691,089 | 1,715,843 | 2,278,839 |
| Full-time Temporary | 82,542 | 93,037 | 78,671 | 78,645 | 86,361 | 117,365 | 115,777 | 89,559 |
| Part-time and Intermitter | 48,528 | 57,489 | 108,892 | 41,522 | 39,355 | 44,476 | 45,603 | 172,590 |
| Overtime and Holiday | 53,292 | 48,463 | 62,228 | 58,391 | 96,303 | 113,507 | 102,239 | 177,546 |

Data include Executive Branch (non-Postal) agencies with 100 or more employees.

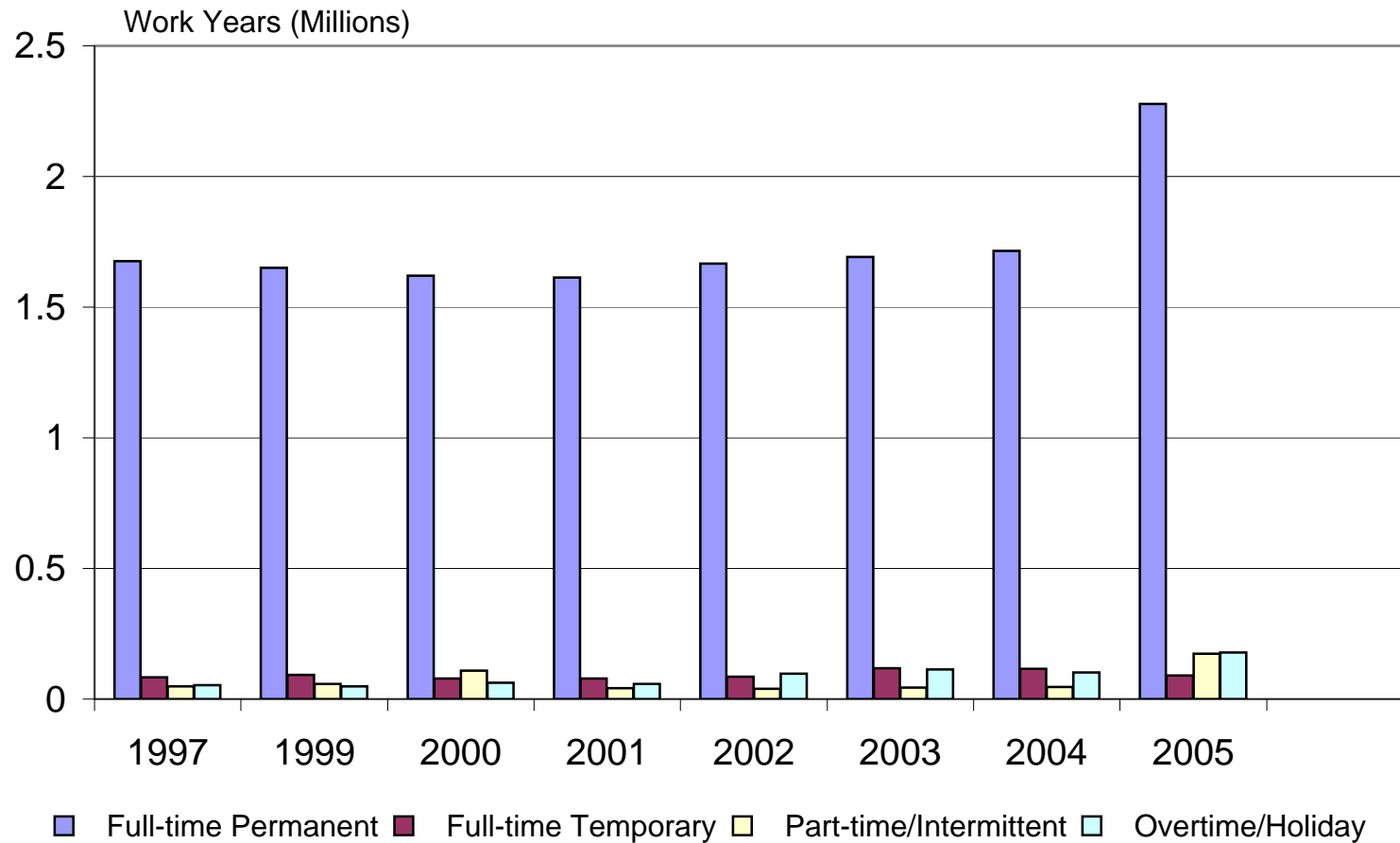
Note: One work year is equivalent to 2,080 hours of work which could mean, for example, one employee on a full-time schedule of 40 hours for 52 weeks, or two part-time employees for 20 hours per week each for the same period.

Source: "Work Years and Personnel Costs" Workforce Information and Planning Group. (202) 606-1350 fedstats@opm.gov

Work Years in Executive Branch Agencies (Excludes U.S. Postal Service)

1997 - 2005

(2006) Data is not yet available



Part 3:
Performance Management Programs

Executive Branch Performance Recognition For Employees Fiscal Years 2003 - 2006

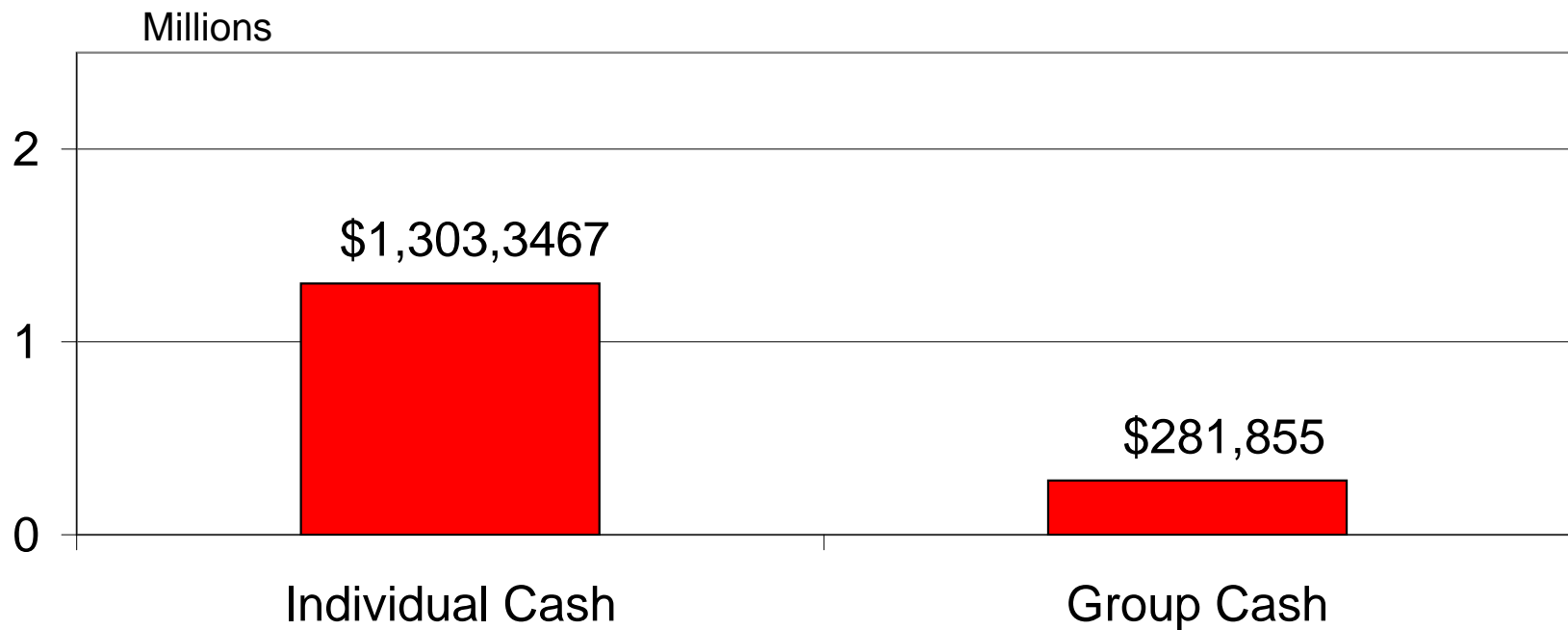
| | 2003 | | 2004 | | 2005 | | 2006 | |
|---------------------------------|-----------------|------------|-----------------|------------|-----------------|------------|-----------------|------------|
| | Individual Cash | Group Cash | Individual Cash | Group Cash | Individual Cash | Group Cash | Individual Cash | Group Cash |
| Number of Awards | 1,174,018 | 197,597 | 1,249,835 | 187,511 | 1,285,878 | 186,388 | 1,303,346 | 281,855 |
| Total \$ Awarded (Millions) | 1.0** | 111.4 | 1.1** | 114.6 | 1.1** | 107.3 | 1.3** | 150.5 |
| Average Award | \$858 | \$564 | \$877 | \$611 | \$886 | \$575 | \$969 | \$534 |
| Spending as % of Total Salaries | 0.98% | 0.11% | 1.01% | 0.11% | 1.00% | 0.09% | 1.08% | 0.13% |

| | Cash Suggestion/Invention Awards | | | | | | | |
|---------------------------------|----------------------------------|--------|--------|--------|------------|--------|--------|--------|
| | Individual | | Group | | Individual | | Group | |
| Number of Awards | 5,012 | 874 | 5,156 | 1,023 | 5,082 | 1,099 | 4,643 | 877 |
| Total \$ Awarded (Millions) | 2.5 | 0.4 | 2.4 | 0.4 | 2.3 | 0.4 | 2.2 | 0.4 |
| Average Award | \$495 | \$454 | \$472 | \$435 | \$456 | \$342 | \$471 | \$342 |
| Spending as % of Total Salaries | <0.01% | <0.01% | <0.01% | <0.01% | <0.01% | <0.01% | <0.01% | <0.01% |

Individual Cash Awards (Billions)

Source: Center for Pay and Performance Policy, Incentive Awards Program databases and CPDF.
(202) 606-2720 pay-performance-policy@opm.gov

Executive Branch Individual and Group Cash Awards As Recognition For Employees Fiscal Year 2006



Executive Branch Performance Recognition For Non-Senior Executive Service Employees

Fiscal Years 1996 - 2006

| | Quality Step Increases (QSI's) | | | | | | | | | | |
|---------------------------|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
| Number Granted | 62,168 | 57,323 | 61,258 | 55,132 | 58,834 | 58,978 | 60,600 | 60,913 | 51,643 | 51,348 | 50,066 |
| Estimated Cost (millions) | \$42.0 | \$41.8 | \$47.4 | \$42.9 | \$47.2 | \$50.9 | \$48.3 | \$49.3 | \$50.6 | \$50.7 | \$51.9 |
| Average Value | \$676 | \$730 | \$774 | \$778 | \$802 | \$863 | \$797 | \$809 | \$979 | \$988 | \$1,037 |

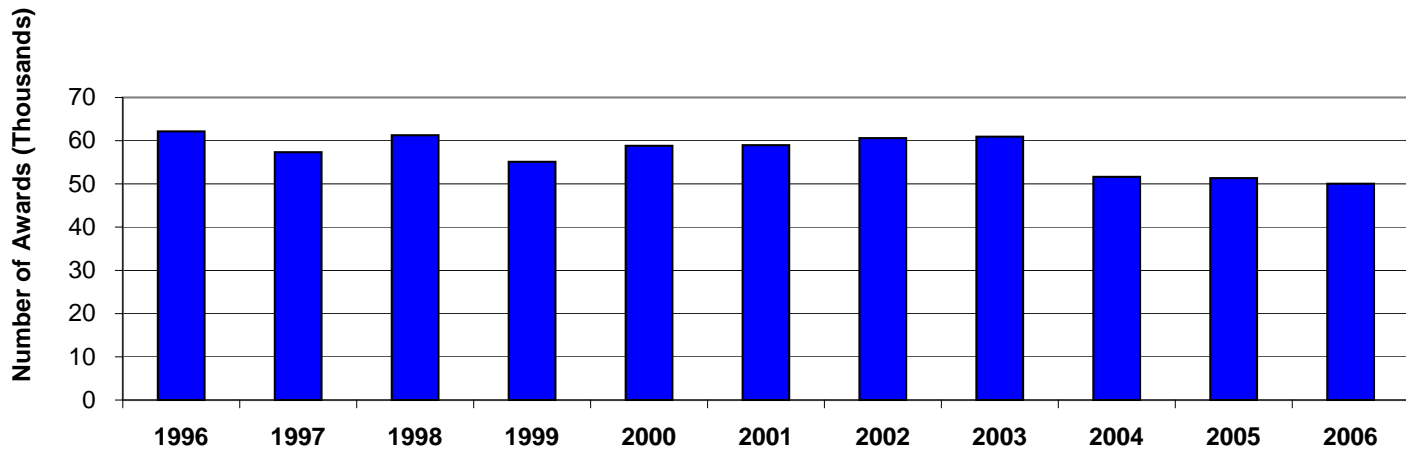
Time-off Awards

| | Total Awarded | Average Award (Hours) |
|------------------|----------------------|----------------------------------|
| Fiscal Year 1999 | 242,677 | 13.3 |
| Fiscal Year 2000 | 276,205 | 13.4 |
| Fiscal Year 2001 | 286,508 | 13.7 |
| Fiscal Year 2002 | 332,352 | 14.0 |
| Fiscal Year 2003 | 325,251 | 14.1 |
| Fiscal Year 2004 | 364,043 | 14.7 |
| Fiscal Year 2005 | 473,077 | 16.2 |
| Fiscal Year 2006 | 431,159 | 13.9 |

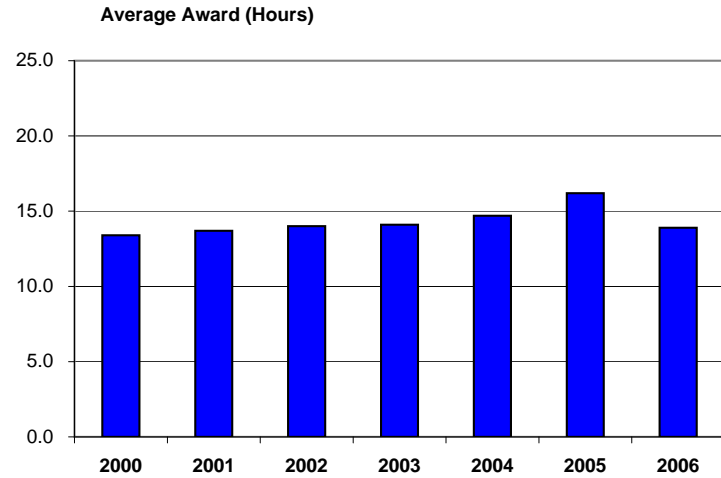
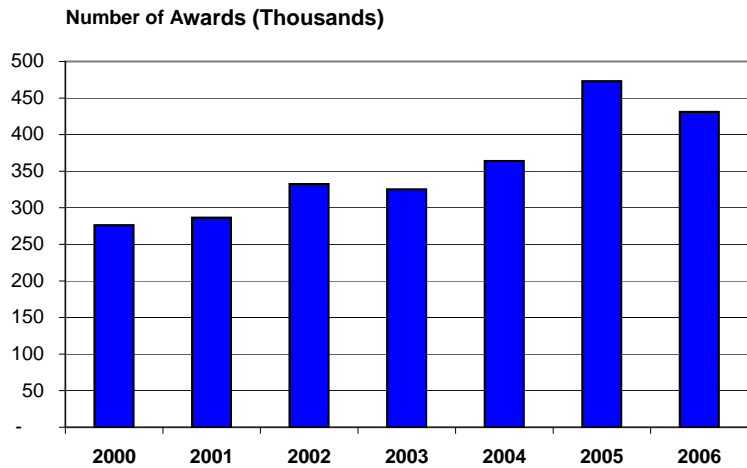
Source: Center for Pay and Performance Policy, Incentive Awards Program databases, and CPDF. (202) 606-2720 pay-performance-policy@opm.gov

Executive Branch Performance Recognition For Non-Senior Executive Service Employees

Quality Step Increases (QSI's)
Fiscal Years 1996-2006



Time Off Awards
Fiscal Years 1999 - 2005



Part 4:
Senior Executive Service (SES)

Executive Branch Senior Executive Service Member Profile

2000 - 2006

| | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Average Age | 52.7 | 52.9 | 53.8 | 54.1 | 52.4 | 53.4 | 54.2 |
| Average Length of Service (Years) | 23.5 | 23.8 | 25.5 | 25.4 | 25.2 | 25.0 | 24.6 |
| Retirement Eligible (Career Appointees) | | | | | | | |
| Regular | 27.6% | 32.0% | 41.2% | 41.8% | 45.4% | 48.1% | 49.6% |
| Early-Out | 40.6% | 38.2% | 34.1% | 46.3% | 44.9% | 44.0% | 42.9% |
| Education | | | | | | | |
| Not College Graduate | 5.2% | 5.3% | 5.0% | 10.1% | 8.2% | 7.4% | 6.2% |
| College Graduate | 27.0% | 27.7% | 29.2% | 27.4% | 28.6% | 29.3% | 30.4% |
| Advanced Degree | 67.8% | 67.0% | 65.8% | 62.4% | 63.2% | 63.2% | 63.3% |
| Gender | | | | | | | |
| Men | 74.7% | 75.2% | 74.5% | 73.7% | 73.3% | 72.4% | 72.8% |
| Women | 25.3% | 24.8% | 25.5% | 26.3% | 26.7% | 27.6% | 27.2% |
| Minority | 14.4% | 13.7% | 14.0% | 13.5% | 12.0% | 11.8% | 10.0% |
| Occupation | | | | | | | |
| Scientist or Engineer | 22.3% | 21.5% | 20.5% | 19.8% | 19.2% | 18.7% | 18.2% |
| Other Professional | 23.3% | 23.1% | 22.2% | 35.1% | 21.5% | 21.2% | 21.6% |
| Administrative / Technical | 54.4% | 55.4% | 57.3% | 45.2% | 59.3% | 60.1% | 60.2% |
| Geographic Location | | | | | | | |
| Washington, D.C. area | 72.6% | 75.1% | 75.6% | 72.6% | 82.0% | 72.0% | 72.0% |

Note: All data as of September 30th. Percentages may not add to 100 due to rounding.

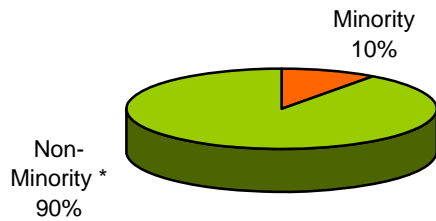
Source: Human Capital Leadership, Executive Resources Service Group. (202-606-1612)

Executive Branch Senior Executive Service

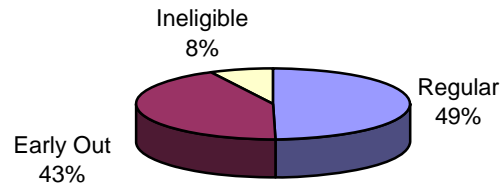
Member Profile

(As of September 2006)

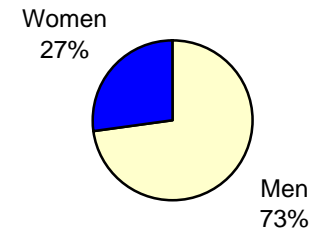
Minority Status



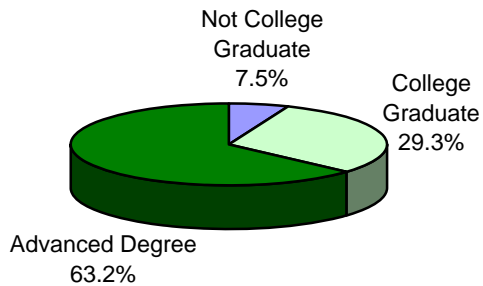
Retirement Eligibility



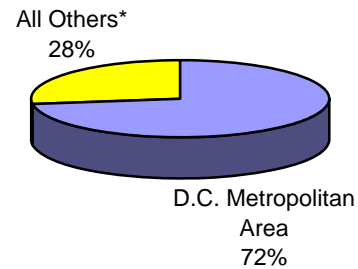
Gender



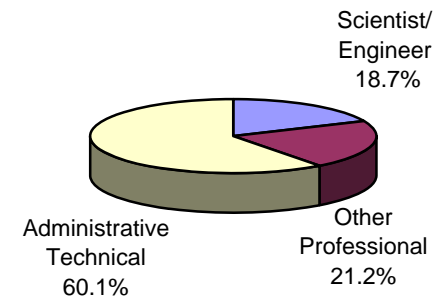
Education



Geographic Location



Occupation



* Data shown are excluded from the source table. Percentages may not add up to 100 due to rounding.

Executive Branch Senior Executive Service (SES)

Positions and Appointments

1989 - 2006

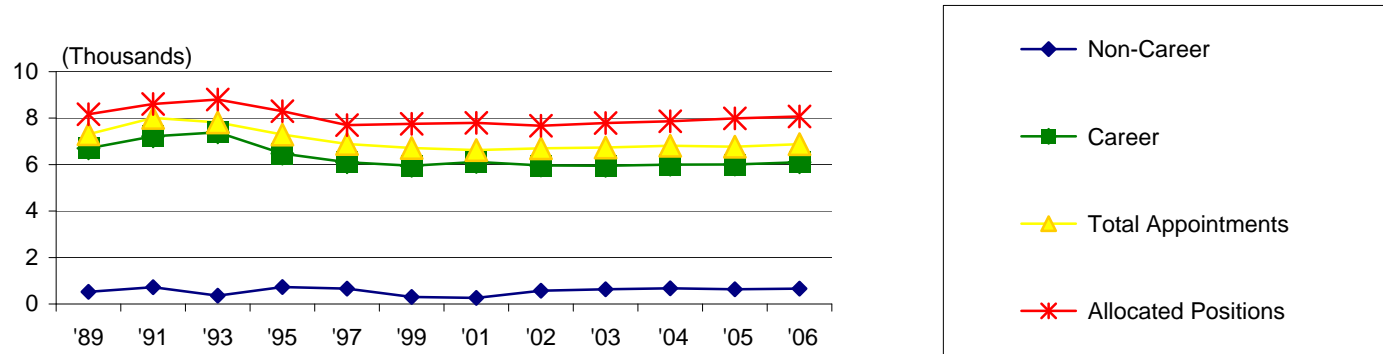
| | SES Appointments | | | | |
|------|---------------------|-------|--------|-----------|---------|
| | Allocated Positions | Total | Career | Noncareer | Limited |
| 1989 | 8,167 | 7,305 | 6,703 | 523 | 79 |
| 1990 | 8,314 | 7,590 | 6,829 | 699 | 62 |
| 1991 | 8,610 | 8,012 | 7,220 | 722 | 70 |
| 1992 | 8,804 | 8,200 | 7,426 | 704 | 70 |
| 1993 | 8,805 | 7,816 | 7,387 | 360 | 69 |
| 1994 | 8,751 | 7,509 | 6,740 | 704 | 65 |
| 1995 | 8,302 | 7,294 | 6,473 | 733 | 88 |
| 1996 | 7,896 | 6,985 | 6,191 | 684 | 110 |
| 1997 | 7,698 | 6,885 | 6,105 | 659 | 121 |
| 1998 | 7,736 | 6,804 | 6,010 | 649 | 145 |
| 1999 | 7,753 | 6,718 | 5,953 | 301 | 164 |
| 2000 | 7,813 | 6,824 | 6,066 | 593 | 165 |
| 2001 | 7,795 | 6,626 | 6,118 | 265 | 243 |
| 2002 | 7,671 | 6,703 | 5,962 | 575 | 166 |
| 2003 | 7,786 | 6,736 | 5,948 | 631 | 157 |
| 2004 | 7,868 | 6,811 | 5,997 | 674 | 140 |
| 2005 | 7,986 | 6,769 | 6,007 | 637 | 125 |
| 2006 | 8,073 | 6,880 | 6,103 | 661 | 116 |

Notes: "Allocated" = Maximum number of SES positions authorized.
 "Appointments" = Number of SES positions actually filled.
 All data as of September 30th.

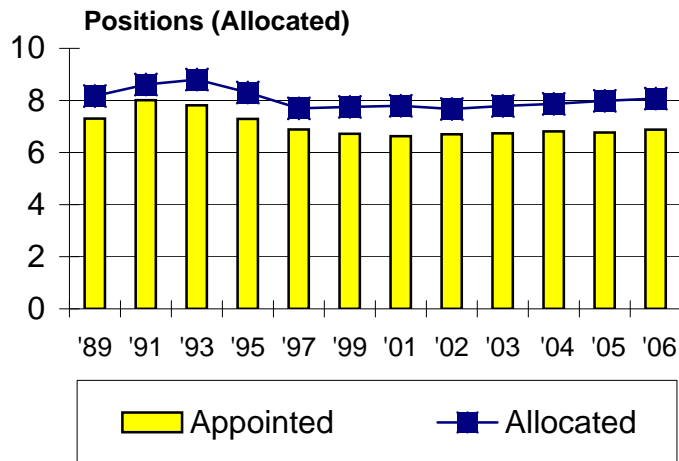
Source: Human Capital Leadership, Executive Resources Service Group. (202-606-2246)

Executive Branch Senior Executive Service (SES) Positions and Appointments

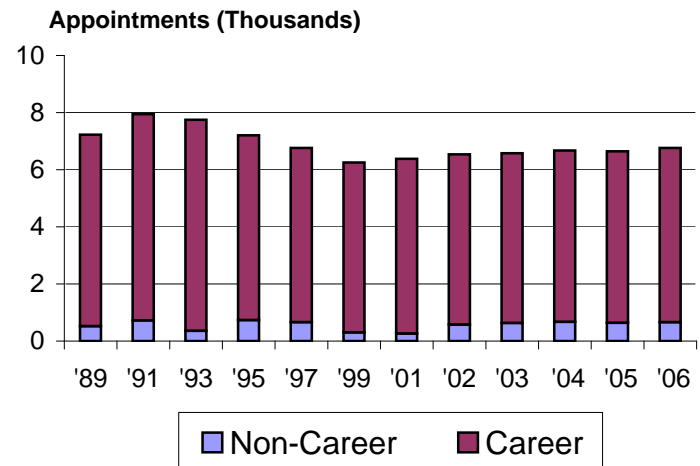
1989 - 2006



Allocated vs Appointed



Career vs Non-Career



Executive Branch Senior Executive Service (SES) Awards

Fiscal Years 1996 - 2006

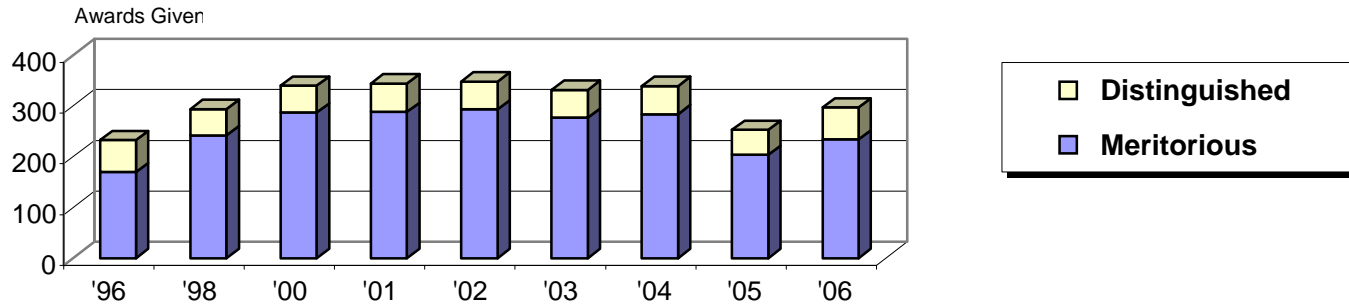
| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2005 | 2006 |
|------------------------------------|------|------|------|------|------|------|-------|------|------|------|
| Number of Rank Awards | 233 | 273 | 294 | 311 | 340 | 344 | 348 | 363 | 253 | 297 |
| Distinguished* | 63 | 60 | 52 | 58 | 53 | 56 | 55 | 55 | 49 | 63 |
| Meritorious* | 170 | 213 | 242 | 253 | 287 | 288 | 293 | 277 | 204 | 234 |
| Total Awarded (\$ millions) | 2.96 | 3.33 | 3.46 | 8.3 | 7.8 | 9.64 | 10.42 | 10 | 8.38 | 10.4 |

| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2005 | 2006 |
|---|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|
| Number of Awards | 1,763 | 2,256 | 2,043 | 2,823 | 3,063 | 3,070 | 2,754 | 3,136 | 4,127 | 4,578 |
| Percent of Career Members Receiving Awards | 28 | 36 | 34 | 47 | 50 | 52 | 50 | 57 | 66.5 | 74.6 |
| Total Awarded (\$ millions) | 12.4 | 16.2 | 15.4 | 28.9 | 34.7 | 37.8 | 37.2 | 40.4 | 57 | 60.8 |
| Average Amount of Award | \$7,034 | \$7,161 | \$7,538 | \$10,237 | \$11,353 | \$12,324 | \$12,444 | \$12,903 | \$13,814 | \$13,292 |

*Prior to 1999, the Distinguished Award was \$20,000 and the Meritorious Award was \$10,000. Beginning in 1999, the Distinguished Award is 35% of basic pay and the Meritorious is 20%.

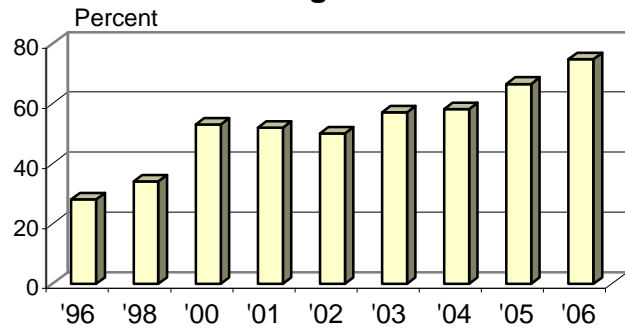
Executive Branch Senior Executive Service: Awards 1996-2006

Presidential Rank Awards

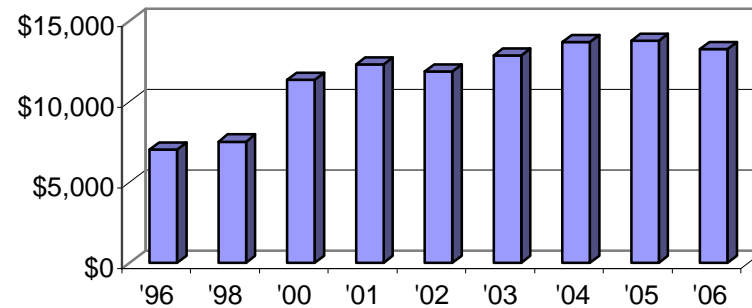


Performance Awards

**Percent of Career Members
Receiving Awards**



Average Amount of Award



Part 5:
Retirement and Insurance Programs

Executive Branch Retirement and Insurance Payments

1998 - 2007

| | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 * | 2006 * | 2007 ^a |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------------------|
| U.S. Office of Personnel Management (OPM) | | | | | | | | | | |
| Payment Accounts in Millions (\$) | | | | | | | | | | |
| Government Payments for Annuitants Health Benefits | 4,115.0 | 4,610.0 | 5,049.0 | 5,528.0 | 6,071.0 | 6,674.0 | 7,326.0 | 7,889.0 | 8,360.0 | 8,615.0 |
| % Change | 4.6 | 12.0 | 9.5 | 9.5 | 9.8 | 9.9 | 9.8 | 7.7 | 6.0 | 3.1 |
| Government Payments for Annuitants Life Insurance | 30.0 | 31.0 | 27.0 | 32.0 | 33.0 | 34.0 | 35.0 | 38.0 | 41.0 | 41.0 |
| % Change | 7.9 | 3.3 | -12.9 | 18.5 | 3.1 | 3.0 | 2.9 | 8.6 | 5.1 | 0.0 |
| Government Payments to Civil Service Retirement and Disability Fund | 21,357.0 | 21,401.0 | 21,557.0 | 21,639.0 | 22,108.0 | 21,878.0 | 25,921.0 | 25,618.0 | 28,151.0 | 32,105.0 |
| % Change | 0.5 | 0.2 | 0.7 | 0.4 | 2.2 | -1.0 | 17.2 | -1.2 | 9.9 | 14.0 |

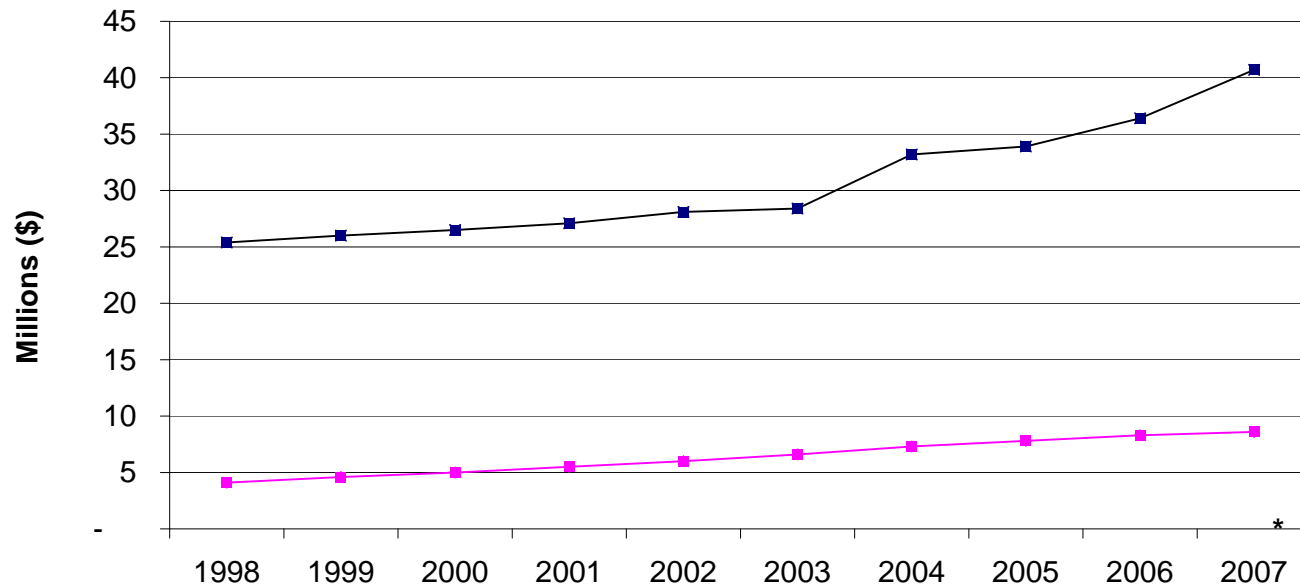
* Budget Data for 2005,2006 are actual.

a. Budget Data for 2007 are estimated.

Notes: Amounts shown reflect OPM's payment of the Government's share for annuitants' health and life insurance benefits and General Fund payments to the retirement fund. These payments do not include amounts contributed by Federal agencies on behalf of their employees.

Sources: *Appendix, Budget of the U.S. Government*
Historical Tables, Budget of the U.S. Government
 (202) 606-0650 RISBUDGET@OPM.GOV

Executive Branch Retirement and Insurance Payments, Treasury Payments to Civil Service Benefit Programs 1998 - 2007*



Amounts shown reflect U.S. Office of Personnel Management's Payment of the Government's share for annuitants' health and Life insurance benefits. These payments do not include amounts contributed by Federal agencies on behalf of their employees.

*Estimated

Executive Branch Federal Employee Health Benefits Program

Enrollment and Coverage

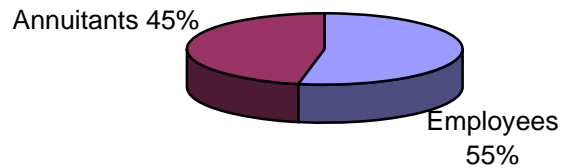
March 31, 2006

| | Employees | Annuitants | Total Enrolled | Dependents (Estimated) | Total Covered |
|---|------------------|-------------------|---------------------------|-----------------------------------|--------------------------|
| Governmentwide | 1,207,205 | 1,072,460 | 2,279,665 | 2,224,599 | 4,504,264 |
| Employee Organizations | 261,461 | 466,683 | 728,144 | 557,385 | 1,285,529 |
| Comprehensive (Health Maintenance Organizations) | 671,542 | 292,308 | 974,739 | 1,073,163 | 2,047,882 |
| Experience - Rated | 151,146 | 58,154 | 209,300 | 229,904 | 439,204 |
| Community - Rated | 562,493 | 240,978 | 803,471 | 926,136 | 1,729,607 |
| Total, All Plans | 2,140,208 | 1,831,451 | 3,982,548 | 3,855,147 | 7,837,675 |

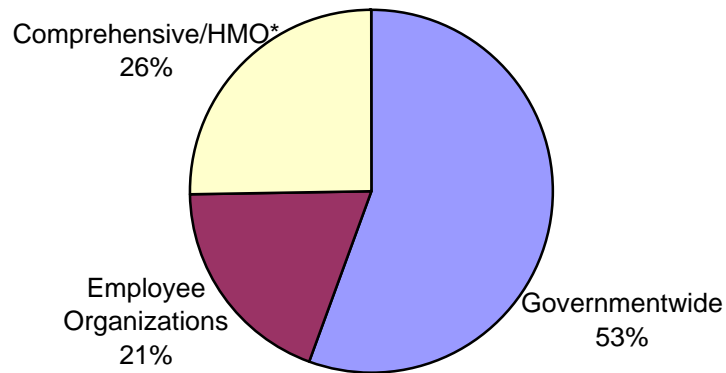
Source: *Semi-annual Headcount, as of March 2006 (the number of dependents is estimated based on data provided by health benefits carriers).*
 (202) 606-0650 RISBUDGET@OPM.GOV

Executive Branch Federal Employee Health Benefits Program Enrollment and Coverage March 31, 2006

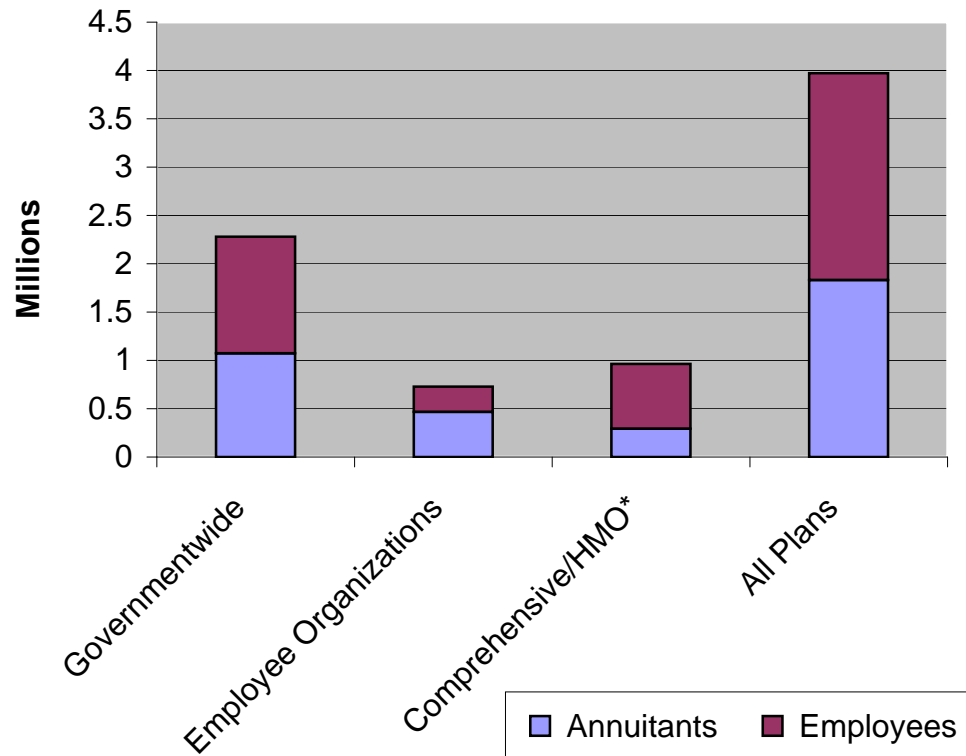
Enrollee Category



Type of Plan



**Total Program Coverage
Enrollees by Type of Plan**



*HMO = Health Maintenance Organization

Executive Branch Federal Employee Health Benefits

Weighted Average Monthly Premiums

1996 - 2006

| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|---------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| NON-POSTAL EMPLOYEES | | | | | | | | | | | |
| Government Share | \$225.17 | \$229.46 | \$241.69 | \$268.91 | \$292.45 | \$323.10 | \$365.10 | \$406.94 | \$365.10 | \$482.47 | \$519.64 |
| Enrollee Share | \$89.12 | \$91.23 | \$101.27 | \$107.97 | \$118.33 | \$132.46 | \$150.43 | \$166.73 | \$150.43 | \$192.51 | \$221.14 |
| Total Premiums | \$314.29 | \$320.69 | \$342.96 | \$376.88 | \$410.78 | \$455.56 | \$515.53 | \$573.67 | \$515.53 | \$674.98 | \$740.78 |
| POSTAL EMPLOYEES | | | | | | | | | | | |
| Government Share | \$294.19 | \$294.77 | \$308.44 | \$333.75 | \$371.15 | \$410.32 | \$466.83 | \$524.74 | \$466.83 | \$621.88 | \$670.85 |
| Enrollee Share | \$51.44 | \$57.32 | \$66.44 | \$72.51 | \$71.23 | \$81.85 | \$92.45 | \$102.70 | \$92.45 | \$117.61 | \$144.79 |
| Total Premiums | \$345.63 | \$352.09 | \$374.88 | \$406.26 | \$442.38 | \$492.17 | \$559.28 | \$627.44 | \$559.28 | \$739.49 | \$815.64 |
| ANNUITANTS | | | | | | | | | | | |
| Government Share | \$203.76 | \$206.78 | \$216.94 | \$240.30 | \$261.74 | \$287.89 | \$324.99 | \$361.52 | \$324.99 | \$429.64 | \$463.50 |
| Enrollee Share | \$84.75 | \$85.47 | \$94.39 | \$103.10 | \$112.96 | \$126.64 | \$140.37 | \$155.34 | \$140.37 | \$177.91 | \$199.94 |
| Total Premiums | \$288.51 | \$292.25 | \$311.33 | \$343.40 | \$374.70 | \$414.53 | \$465.36 | \$516.86 | \$465.36 | \$607.55 | \$663.45 |
| TOTAL PROGRAM WEIGHTED AVERAGE | | | | | | | | | | | |
| Government Share | \$227.35 | \$230.41 | \$241.95 | \$267.41 | \$292.01 | \$321.89 | \$363.93 | \$405.62 | \$363.93 | \$479.97 | \$517.17 |
| Enrollee Share | \$80.92 | \$82.95 | \$93.57 | \$99.58 | \$107.75 | \$121.07 | \$135.99 | \$151.09 | \$135.99 | \$174.19 | \$199.55 |
| Total Premiums | \$308.27 | \$313.36 | \$335.52 | \$366.99 | \$399.76 | \$442.96 | \$499.92 | \$556.71 | \$499.92 | \$654.16 | \$716.72 |
| <i>% Change</i> | -0.3 | 1.7 | 7.1 | 9.4 | 8.9 | 10.8 | 12.9 | 11.4 | -10.2 | 30.9 | 9.6 |

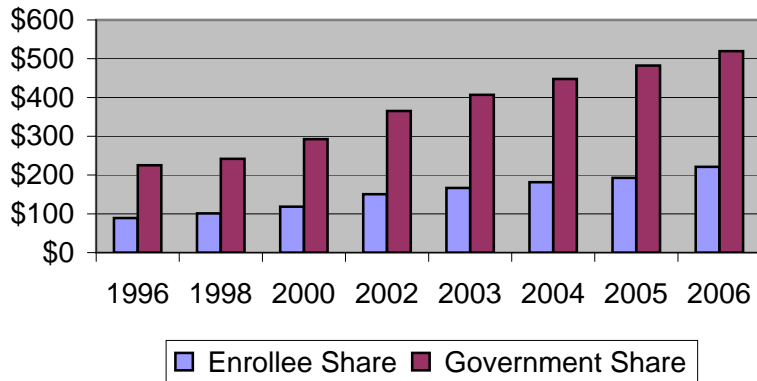
Note: Premiums are weighted based on enrollments as of March.

Source: Office of Personnel Management, Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

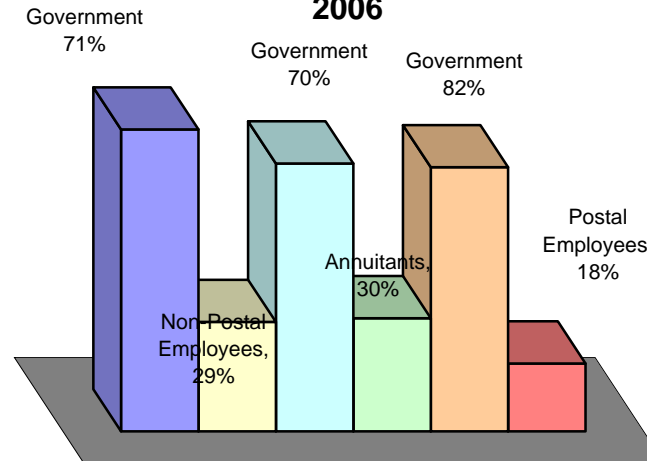
Executive Branch Federal Employee Health Benefits Program

How the Cost is Shared
Between Government and Enrollee...

**Weighted Average Monthly Premiums:
Postal, Non-Postal, and Annuitants
1996 - 2006**



**Average Monthly Premiums
2006**



For Employees (Postal and Non-Postal), and Annuitants

Executive Branch Federal Employee Health Benefits Program Financial Data

Fiscal Years 1992 - 2006

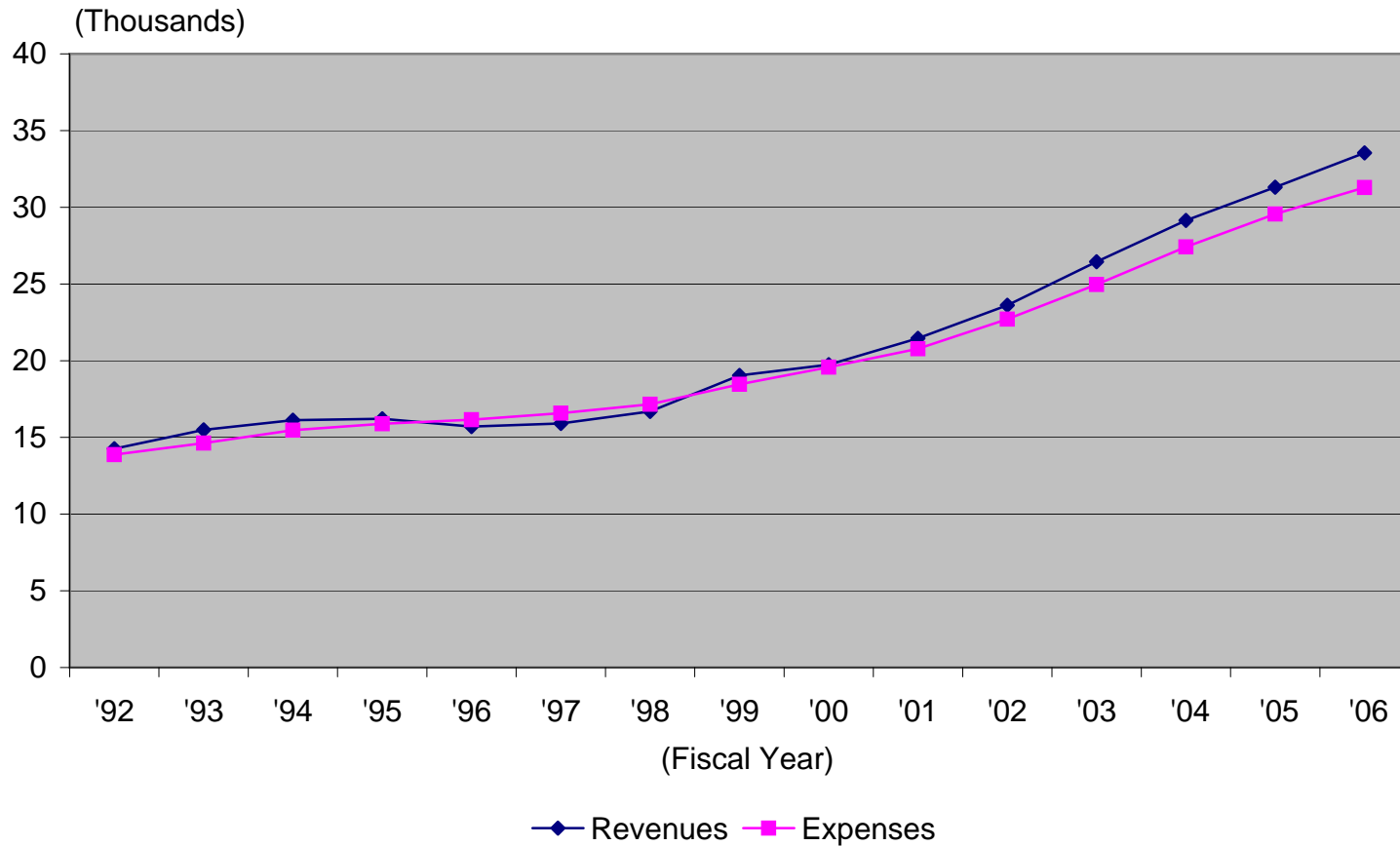
(\$ in millions)

| | Revenues | Expenses | Revenues in Excess of Expenses | Excess (Deficiency) of Revenues Over Expenses |
|-------------|----------|----------|--------------------------------------|---|
| 1992 | 14,262 | 13,874 | 389 | 5,952 |
| 1993 | 15,496 | 14,624 | 872 | 6,875 |
| 1994 | 16,121 | 15,471 | 651 | 7,489 |
| 1995 | 16,210 | 15,886 | 324 | 7,814 |
| 1996 | 15,706 | 16,150 | -444 | 7,371 |
| 1997 | 15,910 | 16,578 | -668 | 6,703 |
| 1998 | 16,698 | 17,160 | -465 | 6,237 |
| 1999 | 18,039 | 18,463 | -424 | 5,813 |
| 2000 | 19,737 | 19,575 | 162 | 5,978 |
| 2001 | 21,454 | 20,779 | 675 | 6,654 |
| 2002 | 23,610 | 22,707 | 903 | 7,556 |
| 2003 | 26,446 | 24,964 | 1,482 | 9,038 |
| 2004 | 29,140 | 27,417 | 1,721 | 10,759 |
| 2005 | 31,307 | 29,556 | 1,751 | 12,511 |
| 2006 | 33,549 | 31,284 | 2,265 | 14,776 |

Source: "President's Budget Status of the Fund Schedule" (202) 606-0650 RISBUDGET@OPM.GOV

Executive Branch Federal Employee Health Benefits (FEHB) Program Financial Data Fiscal Years 1992 - 2006

Revenues vs. Expenses



Executive Branch Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2006

| | TOTAL | FERS | EARLY-OUT | | VOLUNTARY | |
|--|------------|------------|-----------|------|--------------|------|
| | EMPLOYMENT | EMPLOYMENT | ELIGIBLES | % | ELIGIBLES ** | % |
| | | | # | | # | |
| All Agencies | 1,852,825 | 1,368,866 | 68,765 | 5.0% | 72,347 | 5.3% |
| Department of Agriculture | 105,488 | 65,949 | 3,781 | 5.7% | 2,770 | 4.2% |
| Department of Commerce | 40,544 | 28,795 | 1,031 | 3.6% | 1,366 | 4.7% |
| Department of Defense (Total) | 668,450 | 488,254 | 31,322 | 6.4% | 29,511 | 6.0% |
| Department of the Air Force | 158,927 | 121,369 | 6,715 | 5.5% | 8,343 | 6.9% |
| Department of the Army | 239,002 | 178,097 | 10,498 | 5.9% | 10,878 | 6.1% |
| Department of the Navy | 173,944 | 122,906 | 9,253 | 7.5% | 6,310 | 5.1% |
| Department of Defense (Excluding Military Departments) | 96,577 | 65,882 | 4,856 | 7.4% | 3,980 | 6.0% |
| Department of Education | 4,344 | 2,908 | 111 | 3.8% | 163 | 5.6% |
| Department of Energy | 14,950 | 10,177 | 715 | 7.0% | 601 | 5.9% |
| Environmental Protection Agency | 18,248 | 12,982 | 760 | 5.9% | 598 | 4.6% |
| General Services Administration | 12,170 | 8,395 | 593 | 7.1% | 478 | 5.7% |
| Department of Health & Human Services | 63,506 | 47,546 | 1,728 | 3.6% | 2,430 | 5.1% |
| Department of Homeland Security | 168,635 | 135,929 | 2,648 | 1.9% | 3,828 | 2.8% |
| Department of Housing & Urban Development | 9,825 | 6,346 | 367 | 5.8% | 488 | 7.7% |
| Department of Interior | 73,126 | 48,512 | 2,883 | 5.9% | 2,254 | 4.6% |
| Department of Justice | 105,827 | 93,648 | 2,629 | 2.8% | 3,329 | 3.6% |
| Department of Labor | 15,339 | 11,005 | 441 | 4.0% | 487 | 4.4% |
| National Aeronautics & Space Administration | 18,457 | 13,142 | 735 | 5.6% | 500 | 3.8% |
| Office of Personnel Management | 5,276 | 3,152 | 170 | 5.4% | 221 | 7.0% |
| Small Business Administration | 6,268 | 2,180 | 129 | 5.9% | 185 | 8.5% |
| Social Security Administraton | 63,647 | 40,822 | 1,978 | 4.8% | 2,237 | 5.5% |
| Department of State (pop excl foreign svc) | 10,208 | 6,245 | 279 | 4.5% | 360 | 5.8% |
| Department of Transportation | 53,861 | 39,186 | 1,817 | 4.6% | 3,394 | 8.7% |
| Department of Treasury | 106,623 | 78,168 | 4,249 | 5.4% | 4,671 | 6.0% |
| Department of Veterans Affairs | 239,689 | 190,786 | 8,670 | 4.5% | 10,697 | 5.6% |
| All other Agencies | 48,344 | 34,739 | 1,729 | 5.0% | 1,779 | 5.1% |

Notes: Data are calculated under current law provisions.

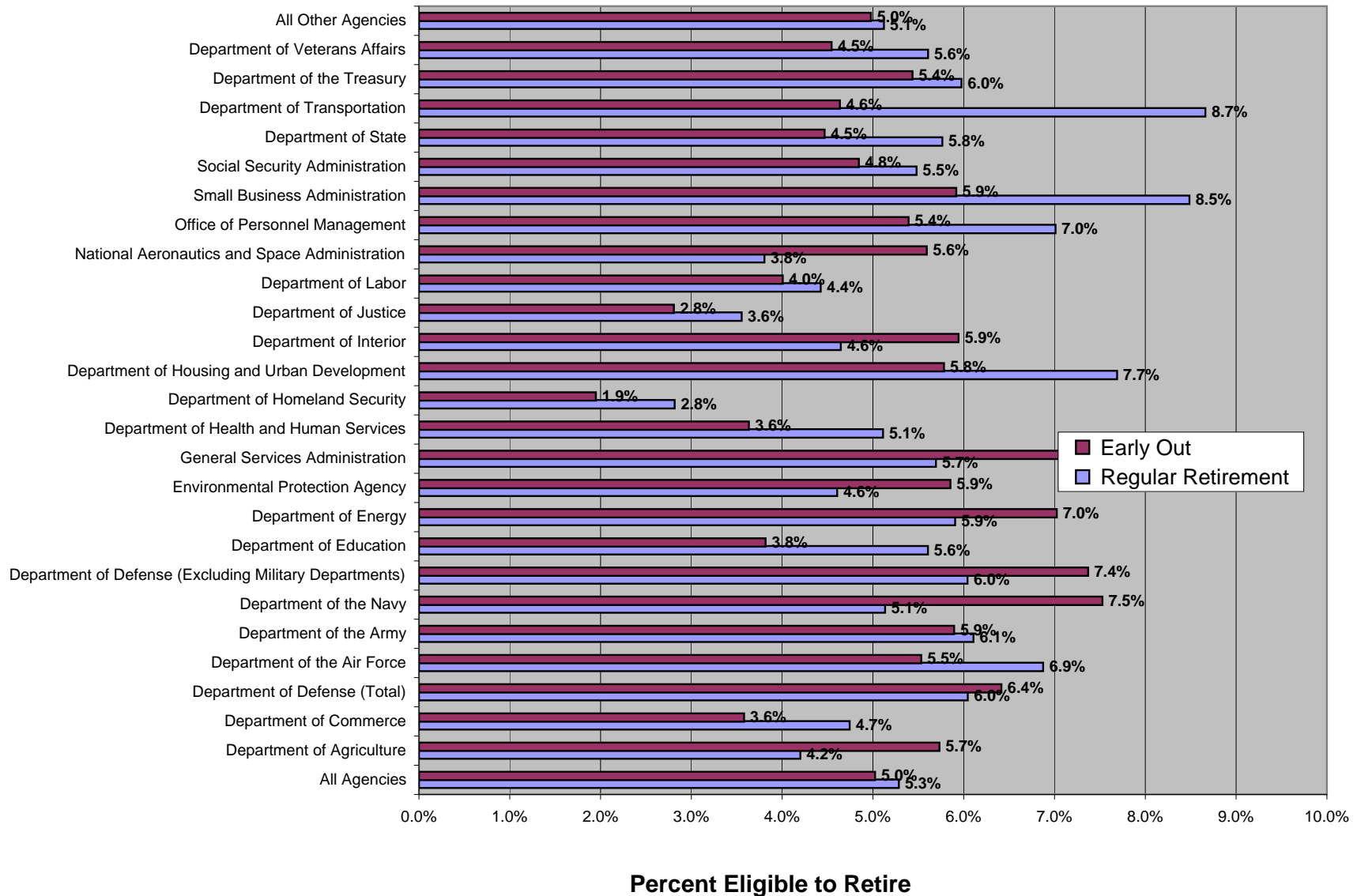
Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

** Voluntary eligibles do not include those eligible only for MRA + 10 (greatly reduced annuity)

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. fedstats@opm.gov

Executive Branch Retirement Eligibility Statistics Federal Employees Retirement System (FERS)

Selected Agencies as of September 30, 2006



Executive Branch Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2006

| | TOTAL | CSRS | EARLY-OUT | | VOLUNTARY | |
|--|------------|------------|-----------|-------|-----------|-------|
| | EMPLOYMENT | EMPLOYMENT | # | % | # | % |
| All Agencies | 1,852,825 | 383,444 | 214,917 | 56.0% | 137,728 | 35.9% |
| Department of Agriculture | 105,488 | 23,847 | 13,918 | 58.4% | 8,290 | 34.8% |
| Department of Commerce | 40,544 | 7,059 | 3,605 | 51.1% | 2,897 | 41.0% |
| Department of Defense (Total) | 668,450 | 158,068 | 93,974 | 59.5% | 51,475 | 32.6% |
| Department of the Air Force | 158,927 | 32,975 | 19,759 | 59.9% | 10,533 | 31.9% |
| Department of the Army | 239,002 | 52,875 | 30,842 | 58.3% | 18,147 | 34.3% |
| Department of the Navy | 173,944 | 49,039 | 29,116 | 59.4% | 15,529 | 31.7% |
| Department of Defense (Excluding Military Departments) | 96,577 | 23,179 | 14,257 | 61.5% | 7,266 | 31.3% |
| Department of Education | 4,344 | 1,195 | 639 | 53.5% | 507 | 42.4% |
| Department of Energy | 14,950 | 4,536 | 2,460 | 54.2% | 1,763 | 38.9% |
| Environmental Protection Agency | 18,248 | 4,373 | 2,294 | 52.5% | 1,805 | 41.3% |
| General Services Administration | 12,170 | 3,719 | 2,144 | 57.6% | 1,370 | 36.8% |
| Department of Health & Human Services | 63,506 | 11,300 | 5,465 | 48.4% | 5,076 | 44.9% |
| Department of Homeland Security | 168,635 | 11,193 | 5,901 | 52.7% | 4,128 | 36.9% |
| Department of Housing & Urban Development | 9,825 | 3,226 | 1,568 | 48.6% | 1,499 | 46.5% |
| Department of Interior | 73,126 | 16,133 | 9,284 | 57.5% | 5,891 | 36.5% |
| Department of Justice | 105,827 | 11,241 | 6,005 | 53.4% | 3,844 | 34.2% |
| Department of Labor | 15,339 | 4,195 | 2,013 | 48.0% | 1,925 | 45.9% |
| National Aeronautics & Space Administration | 18,457 | 5,223 | 2,788 | 53.4% | 1,775 | 34.0% |
| Office of Personnel Management | 5,276 | 1,397 | 779 | 55.8% | 467 | 33.4% |
| Small Business Administration | 6,268 | 690 | 349 | 50.6% | 294 | 42.6% |
| Social Security Administraton | 63,647 | 22,367 | 11,511 | 51.5% | 9,610 | 43.0% |
| Department of State (pop excl foreign svc) | 10,208 | 2,117 | 1,176 | 55.6% | 769 | 36.3% |
| Department of Transportation | 53,861 | 14,197 | 5,442 | 38.3% | 6,641 | 46.8% |
| Department of Treasury | 106,623 | 25,846 | 15,495 | 60.0% | 7,983 | 30.9% |
| Department of Veterans Affairs | 239,689 | 40,829 | 22,632 | 55.4% | 15,299 | 37.5% |
| All other Agencies | 48,344 | 10,693 | 5,475 | 51.2% | 4,420 | 41.3% |

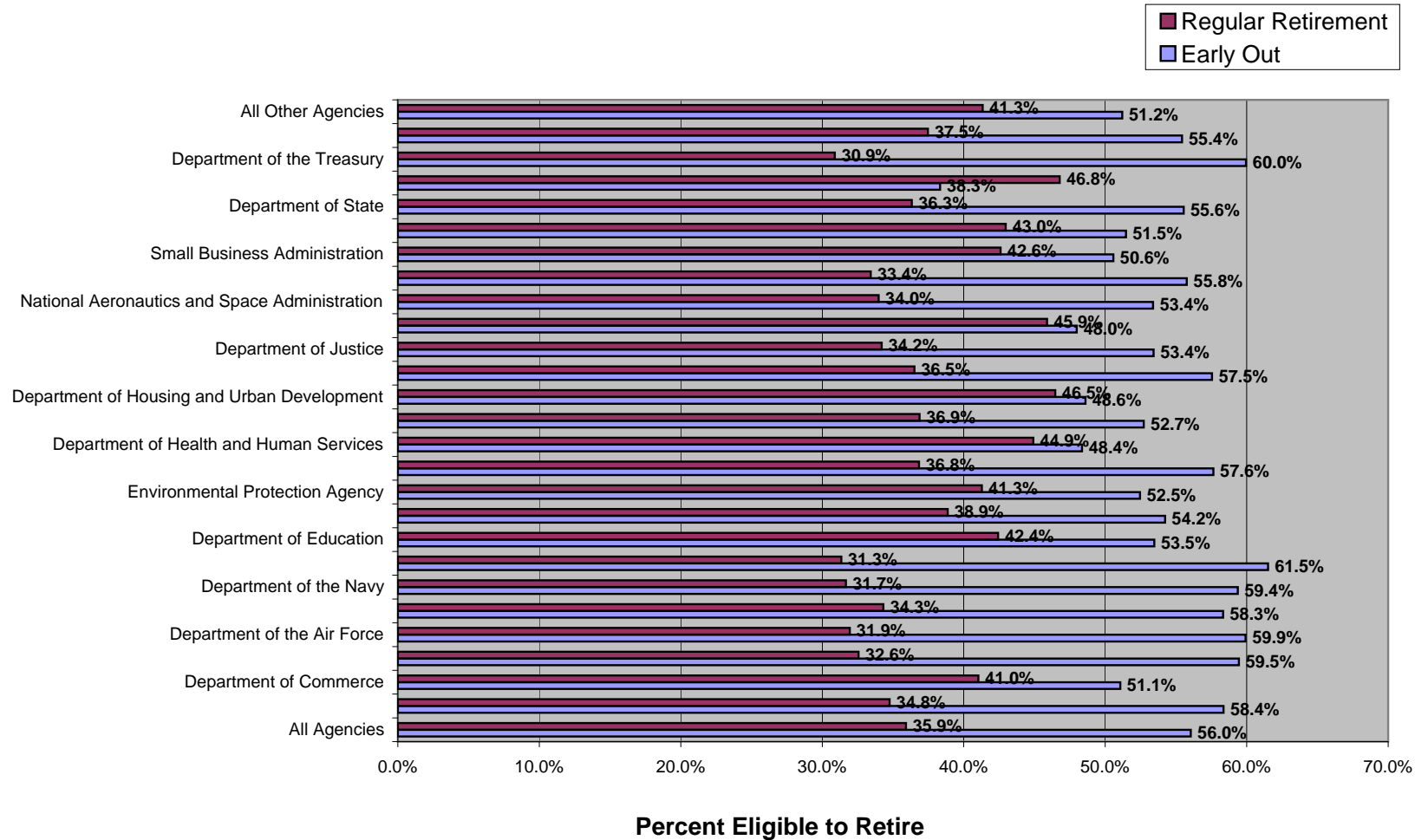
Notes: Data are calculated under current law provisions.

Employment and eligibility figures include those employees subject to 5 U.S.C. Paragraph 8336(c).

Source: Central Personnel Data File (CPDF) Office of Personnel Management (202) 606-2869. fedstats@opm.gov

Executive Branch Retirement Eligibility Statistics Civil Service Retirement System (CSRS)

Selected Agencies as of September 30, 2006



Executive Branch Retirement System On Annuity Roll at End of Fiscal Year

1988 - 2006

| Employees (CSRS/FERS) | | | | | | | |
|------------------------------|---------------|-------------------|---------------------------|--------------|-------------------------------------|------------------|-------------------------------------|
| Year | Normal | Disability | Other ^a | Total | Average Monthly Annuity (\$) | Survivors | Average Monthly Annuity (\$) |
| 1988 | 973,533 | 311,263 | 266,152 ^b | 1,550,948 | 1,195 | 541,098 | 583 |
| 1989 | 1,000,986 | 304,571 | 265,861 | 1,571,418 | 1,243 | 548,373 | 616 |
| 1990 | 1,021,950 | 297,257 | 265,578 | 1,584,785 | 1,301 | 558,196 | 653 |
| 1991 | 1,054,589 | 289,723 | 269,994 | 1,614,306 | 1,371 | 569,814 | 698 |
| 1992 | 1,040,441 | 281,690 | 282,313 | 1,604,444 | 1,423 | 581,035 | 731 |
| 1993 | 1,059,486 | 274,401 | 318,780 | 1,652,667 | 1,468 | 589,151 | 760 |
| 1994 | 1,063,518 | 268,375 | 334,333 | 1,666,226 | 1,515 | 597,078 | 789 |
| 1995 | 1,077,004 | 263,377 | 363,086 | 1,703,467 | 1,568 | 607,244 | 819 |
| 1996 | 1,078,296 | 259,885 | 380,717 | 1,718,898 | 1,616 | 614,252 | 849 |
| 1997 | 1,079,935 | 256,595 | 394,422 | 1,730,952 | 1,669 | 621,325 | 881 |
| 1998 | 1,081,613 | 252,942 | 406,822 | 1,741,377 | 1,711 | 627,973 | 904 |
| 1999 | 1,078,730 | 246,427 | 411,807 | 1,736,964 | 1,743 | 631,153 | 923 |
| 2000 | 1,082,812 | 241,696 | 418,688 | 1,743,196 | 1,796 | 633,308 | 952 |
| 2001 | 1,086,420 | 239,388 | 422,270 | 1,748,078 | 1,869 | 634,923 | 992 |
| 2002 | 1,089,470 | 236,289 | 423,161 | 1,748,920 | 1,931 | 634,130 | 1,024 |
| 2003 | 1,097,897 | 233,350 | 426,426 | 1,757,673 | 1,980 | 632,004 | 1,044 |
| 2004 | 1,110,110 | 230,795 | 433,686 | 1,774,591 | 2,044 | 629,045 | 1,073 |
| 2005 | 1,127,911 | 229,188 | 440,128 | 1,797,227 | 2,123 | 625,300 | 1,106 |
| 2006 | 1,156,539 | 226,324 | 445,653 | 1,828,516 | 2,239 | 620,754 | 1,157 |

- a. This category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
- b. Includes 2,585 Federal Employees Retirement System annuitants whose retirement types are not available.

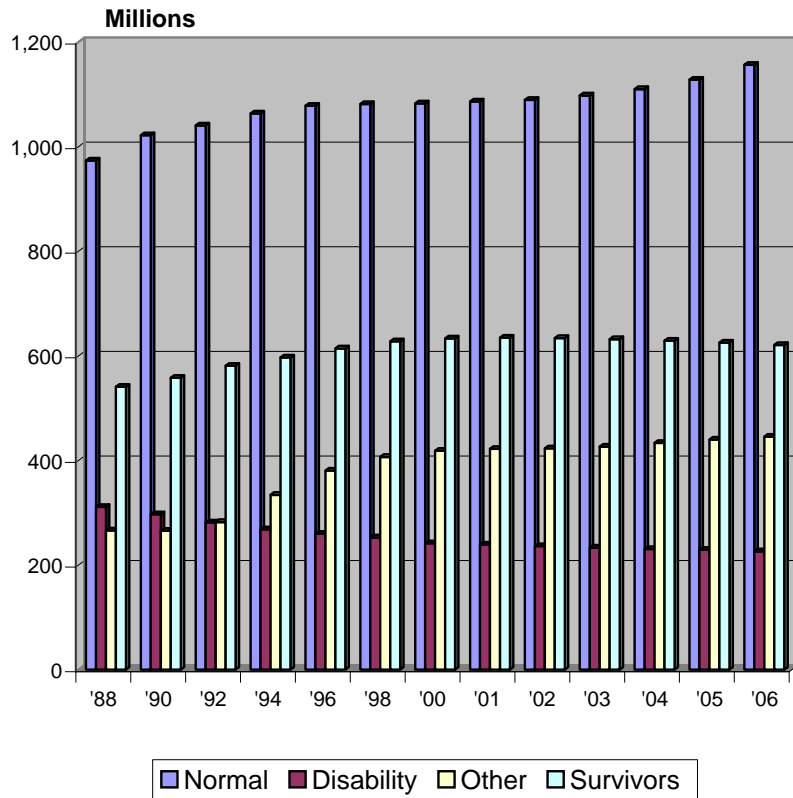
Source: Annuity Roll; Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

Executive Branch Retirement System

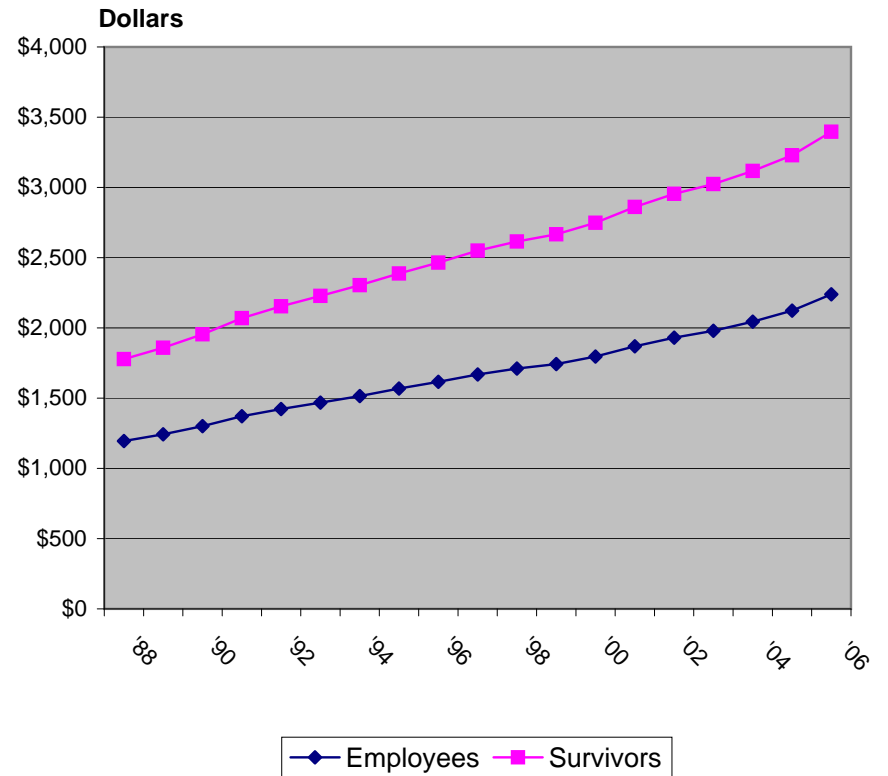
On Annuity Roll at End of Fiscal Year

1988 - 2006

Number on Annuity Roll



Average Monthly Annuity



Executive Branch Retirement System Additions to Annuity Roll

Fiscal Years 1988 - 2006

| Fiscal Year | Employees | | | | Survivors |
|--------------------------|-----------|------------|---------------------|---------|-----------|
| | Normal | Disability | Other ^a | Total | |
| 1988 | 75,112 | 8,455 | 22,888 ^b | 106,455 | 40,171 |
| 1989 | 60,639 | 7,341 | 10,338 | 78,318 | 35,709 |
| 1990 | 57,013 | 7,225 | 7,924 | 72,162 | 35,953 |
| 1991 | 68,719 | 6,523 | 12,744 | 87,986 | 39,250 |
| 1992 | 35,629 | 5,996 | 8,852 | 50,477 | 37,020 |
| 1993 ^c | 58,747 | 7,039 | 46,250 | 112,036 | 36,851 |
| 1994 | 44,515 | 8,091 | 25,751 | 78,357 | 37,938 |
| 1995 | 54,292 | 8,926 | 38,907 | 102,125 | 40,021 |
| 1996 | 43,528 | 10,504 | 28,501 | 82,533 | 38,972 |
| 1997 | 44,717 | 10,856 | 25,146 | 80,719 | 38,315 |
| 1998 | 46,185 | 10,716 | 24,043 | 80,944 | 39,821 |
| 1999 | 42,019 | 7,500 | 16,938 | 66,457 | 38,142 |
| 2000 | 49,471 | 8,872 | 19,040 | 77,383 | 37,404 |
| 2001 | 49,887 | 11,472 | 15,971 | 77,330 | 38,379 |
| 2002 | 50,149 | 10,540 | 13,464 | 74,153 | 36,649 |
| 2003 | 55,000 | 10,300 | 15,828 | 81,128 | 35,232 |
| 2004 | 59,992 | 10,348 | 20,101 | 90,441 | 35,595 |
| 2005 | 64,781 | 10,868 | 19,221 | 94,960 | 34,557 |
| 2006 | 75,501 | 9,538 | 18,253 | 103,292 | 34,243 |

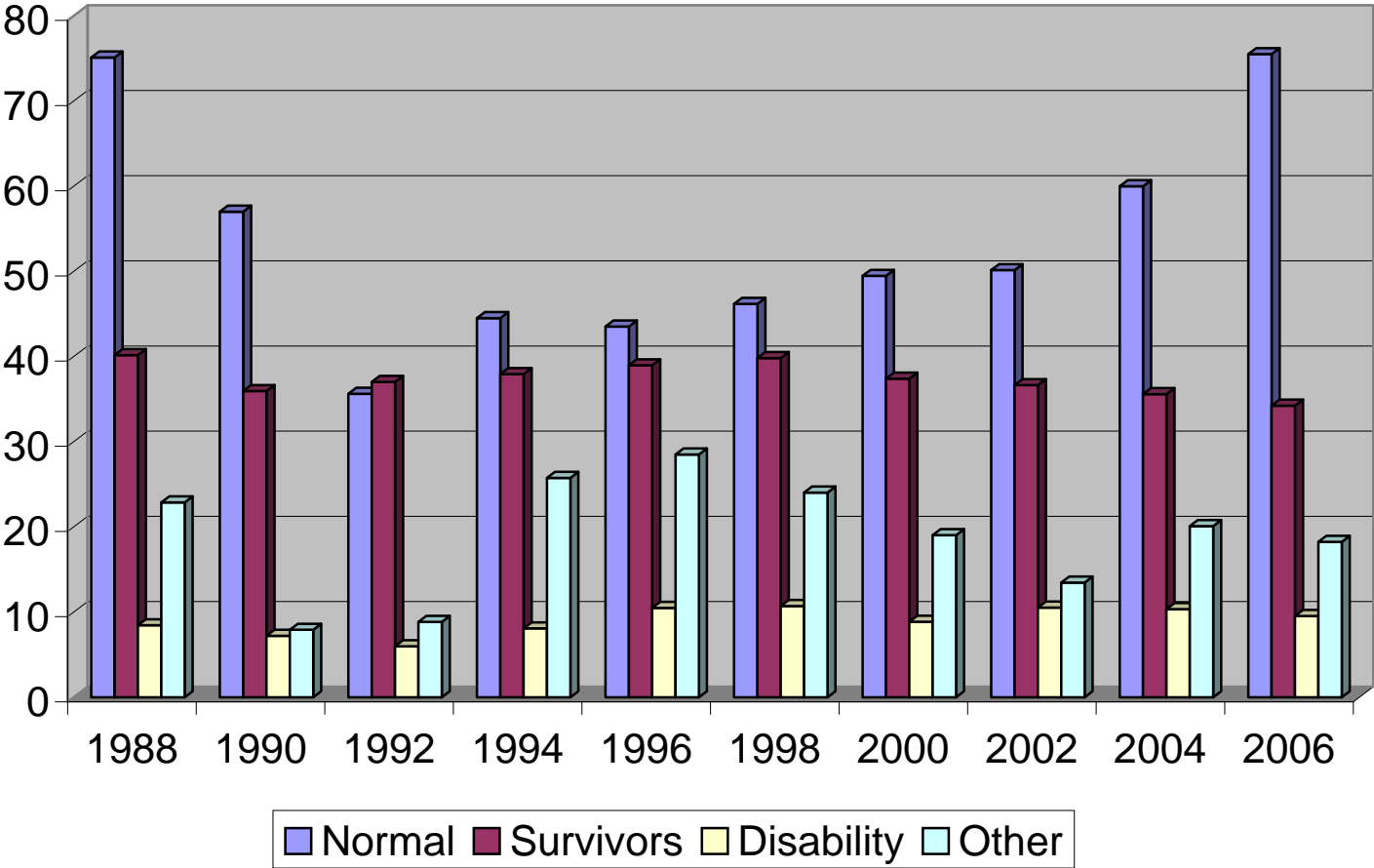
- Notes:
- a. The "Other" category includes Deferred, Involuntary, Voluntary Early, and Special Provision (i.e., Law Enforcement, Firefighter, Air Traffic Controller, Members of Congress) retirements.
 - b. Revised to include 2,597 Federal Employees Retirement System annuitants whose retirement types are not available.
 - c. The larger number of additions to the Annuity Roll in Fiscal Year 1993 is attributable to approximately 34,000 voluntary early retirements and 7,000 involuntary retirements associated with Government downsizing efforts.

Source: *Annuity Roll; Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV*

Executive Branch Retirement System Additions to Annuity Roll

Fiscal Years 1988 - 2006

Thousands



Executive Branch Retirement Systems Coverage

Civil Service Retirement System (CSRS)

VS

Federal Employees Retirement System (FERS)

Fiscal Years 1996 - 2006

| | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| CSRS | 1,235,153 | 1,194,166 | 1,108,083 | 1,009,165 | 961,237 | 987,450 | 897,240 | 861,610 | 794,890 | 644,067 | 650,000 |
| <i>% of total</i> | 47.1 | 44.5 | 41.7 | 39.6 | 37.1 | 36.9 | 34 | 32.3 | 29.8 | 25.3 | 24.4 |
| FERS | 1,385,181 | 1,487,284 | 1,549,698 | 1,536,339 | 1,628,825 | 1,688,643 | 1,708,523 | 1,807,998 | 1,875,110 | 1,901,181 | 2,013,998 |
| <i>% of total</i> | 52.9 | 55.5 | 58.3 | 60.4 | 62.9 | 63.1 | 66 | 67.7 | 71.2 | 74.7 | 75.6 |

Note: Data do not include employees on leave without pay.

Source: Headcount Reports, Retirement and Insurance Service. (202) 606-0650 RISBUDGET@OPM.GOV

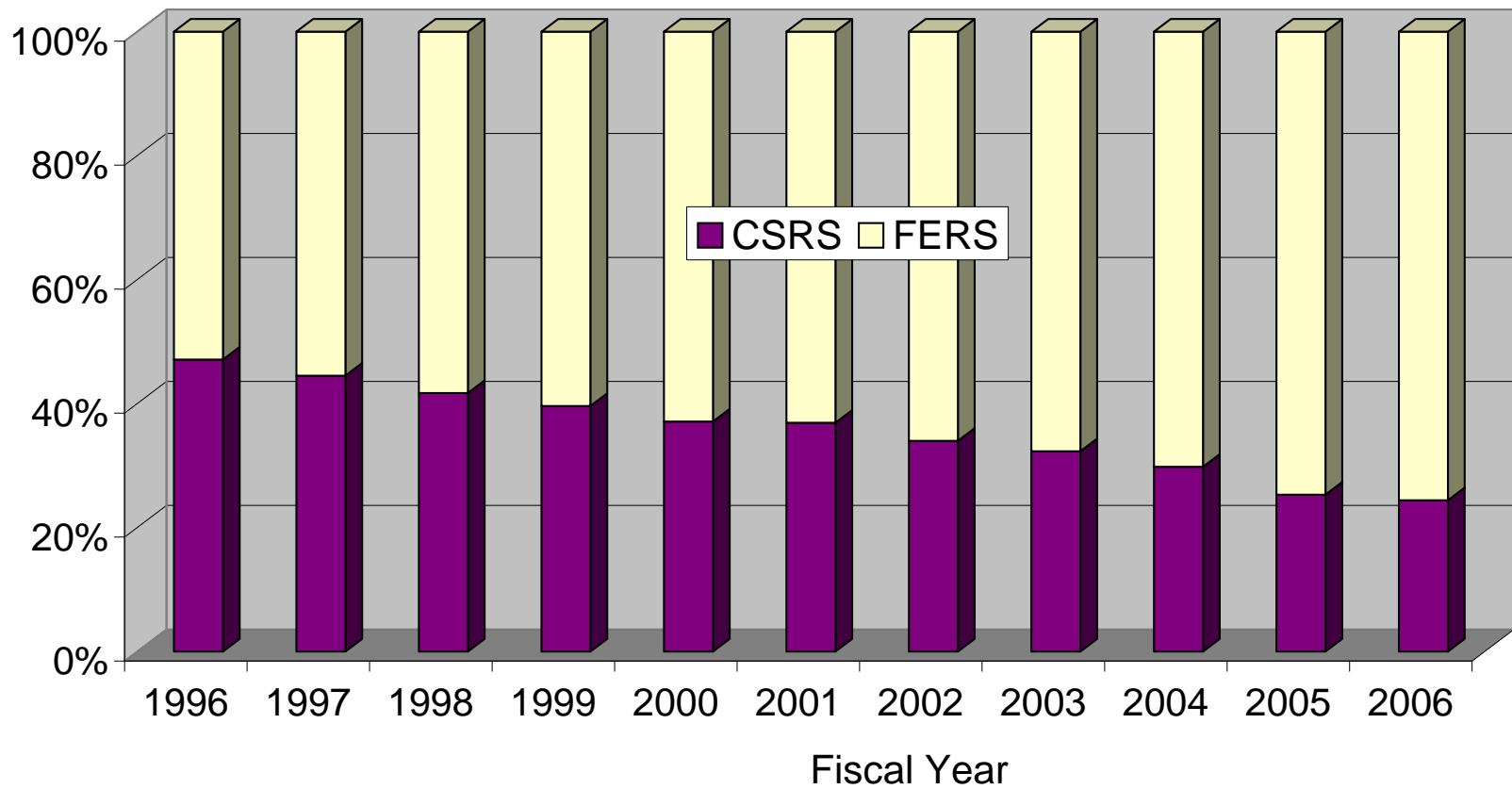
Executive Branch Retirement Systems Coverage

Civil Service Retirement System (CSRS)

VS

Federal Employees Retirement System (FERS)

Fiscal Years 1996 - 2006



Executive Branch Federal Employees Group Life Insurance

Fiscal Year 2006

| | Employees | | Annuitants | | Total | |
|-----------------|-----------------------------------|--|-----------------------------------|--|-----------------------------------|--|
| | Number Enrolled (Thousands) | Insurance In Force (\$ Billions) | Number Enrolled (Thousands) | Insurance In Force (\$ Billions) | Number Enrolled (Thousands) | Insurance In Force (\$ Billions) |
| Coverage | | | | | | |
| Basic | 2,395 | 325.9 | 1,617 | 47.5 | 4,012 | 373.4 |
| Standard | 949 | 18.8 | 427 | 2.4 | 1,371 | 21.2 |
| Additional | 1,222 | 275.8 | 152 | 18.9 | 1,374 | 294.7 |
| Family | 930 | 22.6 | 205 | 1.4 | 1,135 | 24.0 |
| Total | 2,395 * | 643.1 | 1,617 * | 70.2 | 4,012 * | 713.3 |

* NOTE: Totals may NOT add because those employees with Standard, Additional, or Family coverage must also have Basic coverage.

Claims Paid During Fiscal Year 2006

| | Claims | Amount Paid (\$ Thousands) |
|----------------------|---------------|-------------------------------|
| Death | | |
| Employees | 7,214 | \$820,516 |
| Annuitants | 66,492 | \$1,378,377 |
| Total | 73,706 | \$2,198,893 |
| Dismemberment | | |
| Total | 32 | \$1,179 |

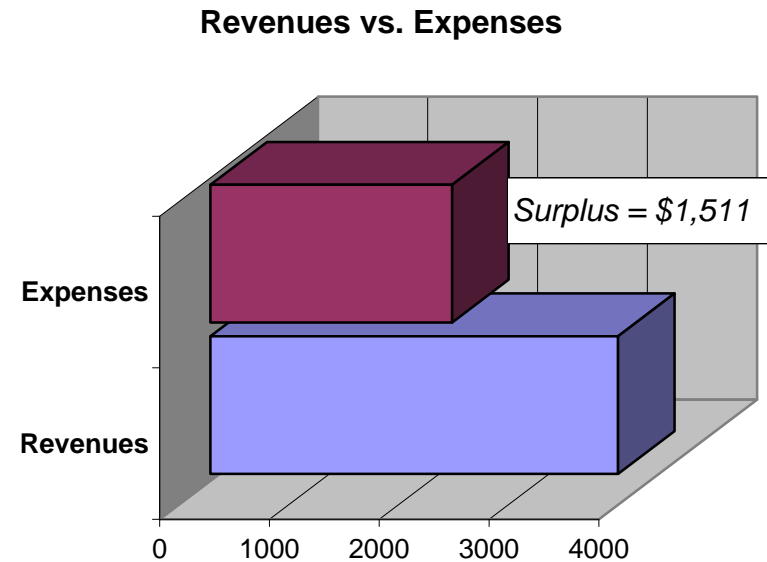
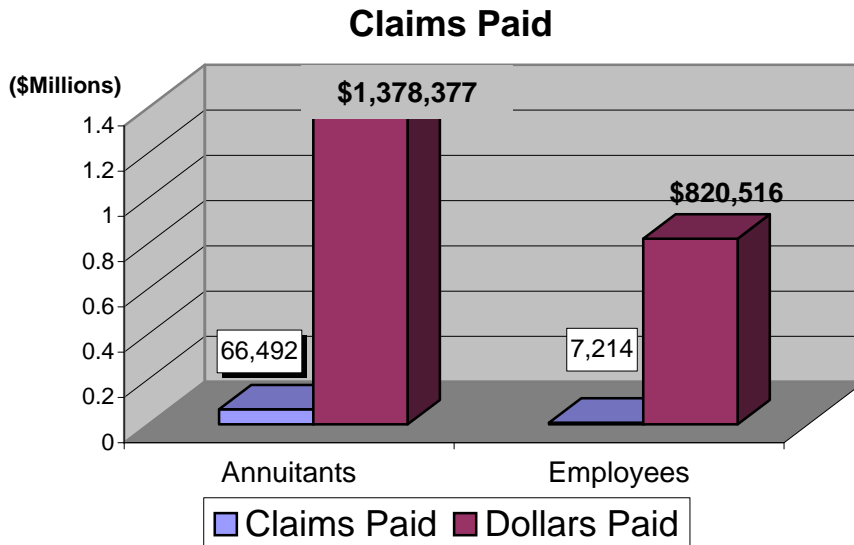
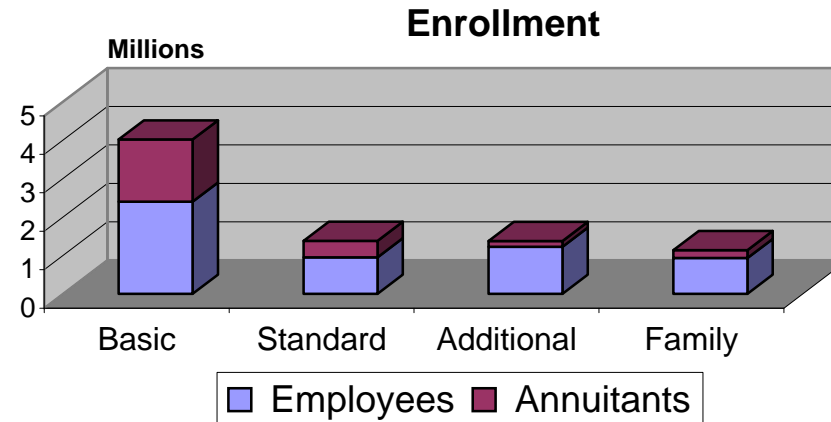
Operating Revenues and Expenses, Fiscal Year 2006

| | (\$ Millions) |
|---|----------------|
| Revenues | \$3,711 |
| Expenses | \$2,200 |
| Excess of operating Revenues Over Expenses | \$1,511 |

Sources: Headcount Reports, Central Personnel Data File. (202) 606-0650 RISBUDGET@OPM.GOV

Executive Branch Federal Employees Group Life Insurance

Fiscal Year 2006



Part 6:
Student Employment Programs

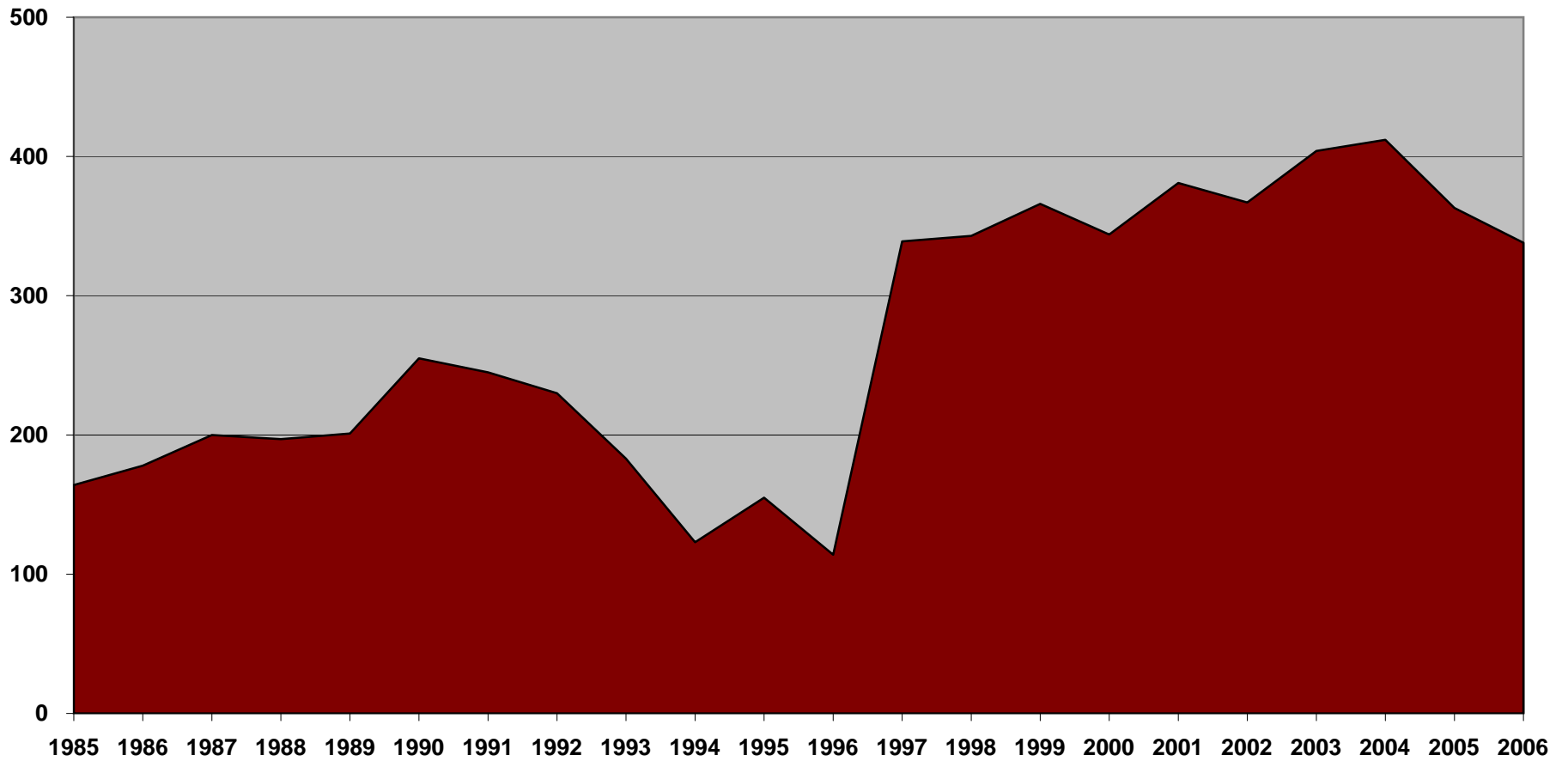
Presidential Management Fellows* (PMF) Program Selections, Universities, and Employing Agencies

| Trends in PMF Selections 1985 - 2006 | | Top Universities With PMF Finalists in 2006 | | Top Agencies Employing 2006 PMF Finalists | |
|---|------------|--|-----------|--|------------|
| Year | Selections | University | Finalists | Agency | Selections |
| 1985 | 164 | American University | 33 | U.S. Department of State | 56 |
| 1986 | 178 | Georgetown University | 29 | U.S. Department of Defense | 32 |
| 1987 | 200 | George Washington University | 27 | U.S. Department of Health and Human Services | 32 |
| 1988 | 197 | University of Michigan - Ann Arbor | 24 | U.S. Department of Justice | 25 |
| 1989 | 201 | Columbia Univ. School Int'l Pub affairs | 15 | U.S. Department of Homeland Security | 23 |
| 1990 | 255 | Indiana University Bloomington | 15 | U.S. Department of Housing and Urban Developpr | 18 |
| 1991 | 245 | Princeton University | 15 | Executive Office of the President | 18 |
| 1992 | 230 | Johns Hopkins Univ. School Advanced Int'l St. | 13 | U.S. Department of Commerce | 17 |
| 1993 | 183 | Harvard John F. Kennedy School of Government | 11 | U.S. Department of Agriculture | 15 |
| 1994 | 123 | Washington University | 11 | U.S. Department of Interior | 12 |
| 1995 | 155 | University of North Carolina - Chapel Hill | 9 | Social Security Administration | 12 |
| 1996 | 114 | Tufts University | 8 | U.S. Department of Energy | 11 |
| 1997 | 339 | University of California - Berkeley | 8 | U.S. Aid for International Development | 10 |
| 1998 | 343 | University of California San Diego | 8 | | |
| 1999 | 366 | University of Chicago | 7 | | |
| 2000 | 344 | University of Minnesota - Twin Cities | 7 | | |
| 2001 | 381 | | | | |
| 2002 | 367 | | | | |
| 2003 | 404 | | | | |
| 2004 | 412 | | | | |
| 2005 | 363 | | | | |
| 2006 | 338 | | | | |

Source: Washington, DC - PMI Program data (202) 606-1386 pmf@opm.gov

*Formerly the Presidential Management Intern (PMI) Program

Presidential Management Fellows Program Yearly Selection Trends 1985-2006



Student Career Experience Program

Employing Agencies and Participant Demographics

Fiscal Year 2006

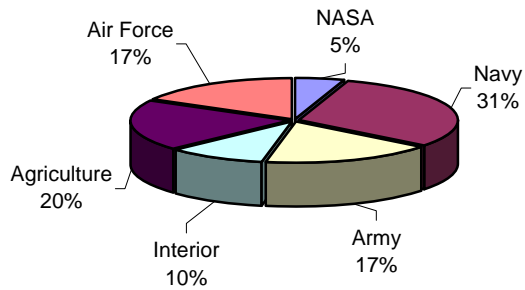
| Top Six Employing Agencies | | Participant Demographics (All Agencies) | | |
|-------------------------------|--------------------|--|---------------|---------------------|
| Agency | Number Employed | Category | Participants | Percent of Total |
| Total | 12,289 | Total | 15,734 | 1.00 |
| Air Force | 2,067 | Total Minorities | 5,092 | 0.32 |
| Army | 2,145 | Black | 2,158 | 0.14 |
| Navy | 3,763 | Hispanic | 1,421 | 0.09 |
| Agriculture | 2,487 | Asian/Pacific Islander | 1,202 | 0.08 |
| Interior | 1,207 | American Indian* | 282 | 0.02 |
| NASA | 620 | Non-Hispanic Multiracial | 29 | 0.00 |
| | | Non-Minority | 10,640 | 0.68 |
| | | Men | 9,748 | 0.62 |
| | | Women | 5,986 | 0.38 |
| | | Veterans | 793 | 0.05 |
| | | Disabled | 501 | 0.03 |

* American Indian refers to American Indian/Alaska Native

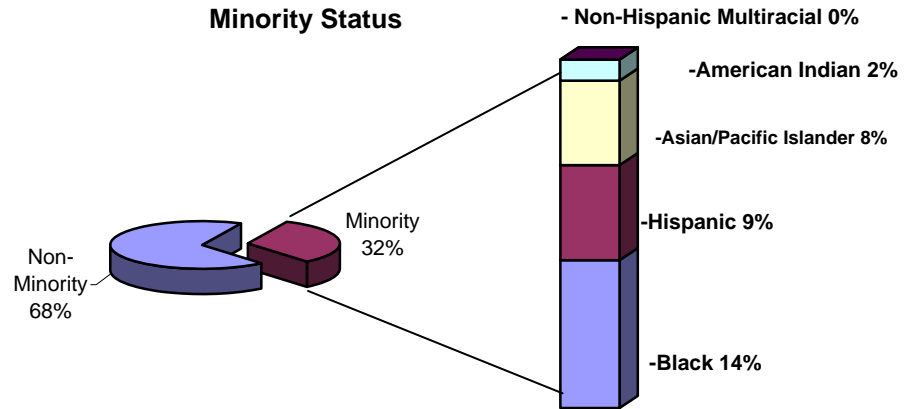
Source: Central Personnel Data File, Fiscal Year 2006. (202) 606-2684 fedstats@opm.gov

Student Career Experience Program Fiscal Year 2006

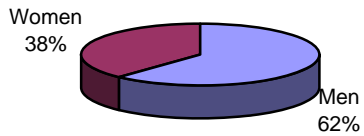
Employing Agencies*



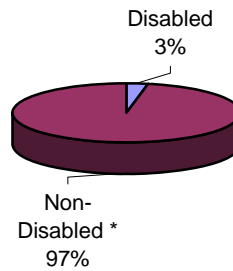
Minority Status



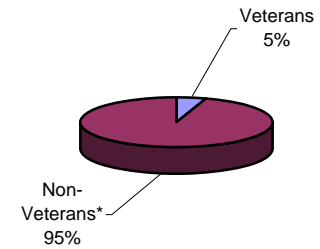
Gender



Disability Status



Veterans Status



*Some data shown in graphs are excluded from the source table

Student Career Experience Program

Participants' Educational Levels and Occupational Groups

Fiscal Year 2006

By Educational Level

| Degree | Participants | Percent |
|---------------|---------------|--------------|
| High School | 243 | 1.5 |
| Associate | 3,053 | 19.4 |
| Baccalaureate | 6,905 | 43.9 |
| * Graduate | 2,297 | 14.6 |
| Vocation/Tech | 3,236 | 20.6 |
| Total | 15,734 | 100.0 |

By Major Occupational Group

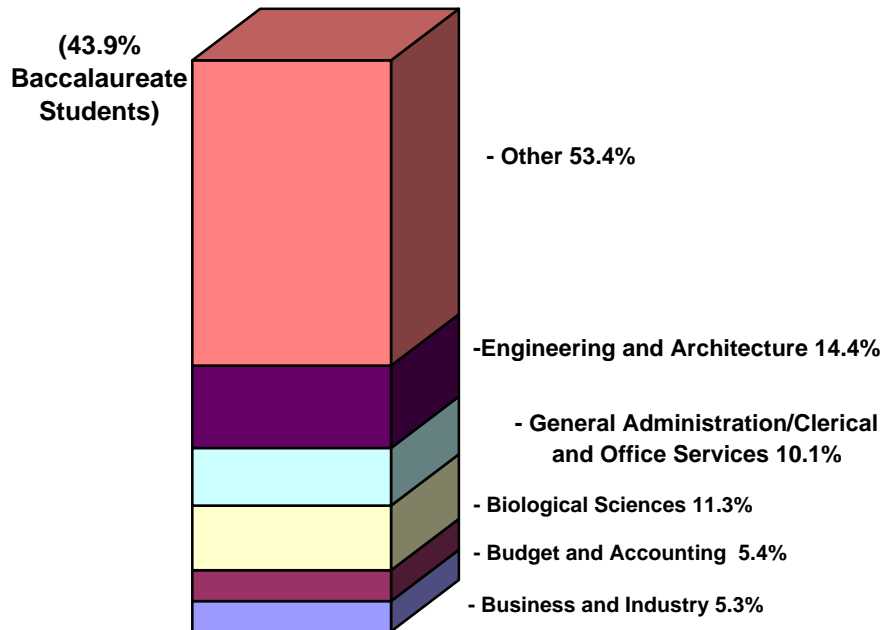
| Occupational Group | Participants | Percent |
|--|---------------|--------------|
| Engineering and Architecture | 2,267 | 14.4 |
| General Administration, Clerical, Office Services | 1,597 | 10.1 |
| Biological Sciences | 1,776 | 11.3 |
| Budget and Accounting | 855 | 5.4 |
| Business and Industry | 838 | 5.3 |
| Other | 8,401 | 53.4 |
| Total | 15,734 | 100.0 |

* Also includes Professional Degrees

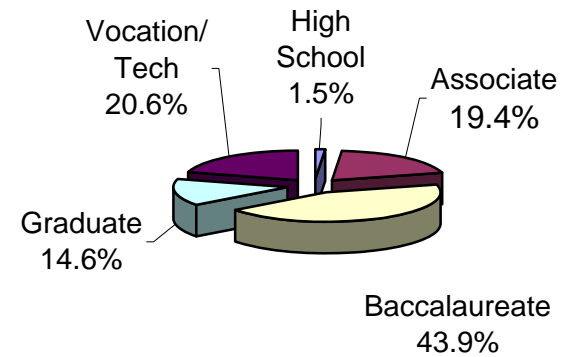
Source: Central Personnel Data File, Fiscal Year (October - September) 2006. fedstats@opm.gov

Student Career Experience Program Participants' Educational Levels and Occupational Groups Fiscal Year 2006

By Major Occupational Groups



By Educational Level



Student Temporary Employment Program

Employing Agencies and Participant Demographics

Fiscal Year 2006

| Top Six Employing Agencies | |
|-------------------------------|--------------------|
| Agency | Number Employed |
| Agriculture | 9,113 |
| Air Force | 929 |
| Army | 1,221 |
| Interior | 2,322 |
| Navy | 731 |
| Justice | 1,739 |
| Other | 2,248 |

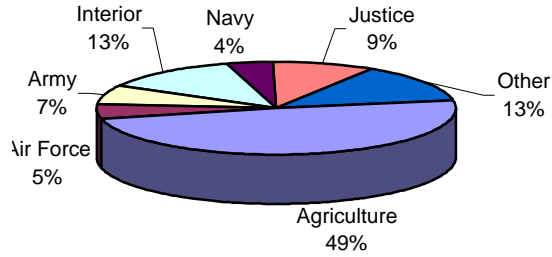
| Participant Demographics (All Agencies) | | |
|--|---------------|---------------------|
| Category | Participants | Percent of Total |
| Total | 28,110 | 100.0 |
| Total Minorities | 10,389 | 37.0 |
| Black | 5,976 | 21.3 |
| Hispanic | 2,213 | 7.9 |
| Asian/Pacific Islander | 1,825 | 6.5 |
| American Indian* | 375 | 1.3 |
| Non-Minority | 17,721 | 63.0 |
| Men | 12,958 | 46.1 |
| Women | 15,152 | 53.9 |
| Veterans | 327 | 1.2 |
| Disabled | 829 | 2.9 |

* American Indian refers to American Indian/Alaska Native

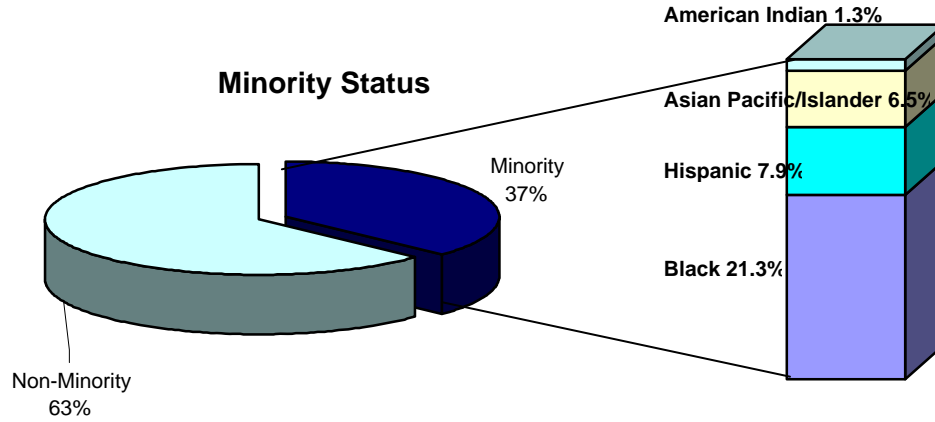
Source: Central Personnel Data File, Fiscal Year (October - September) 2006. (202) 606-2684 fedstats@opm.gov

Student Temporary Employment Program Fiscal Year 2006

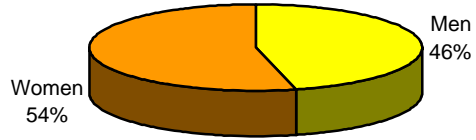
Employing Agencies*



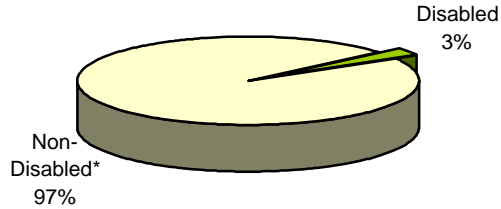
Minority Status



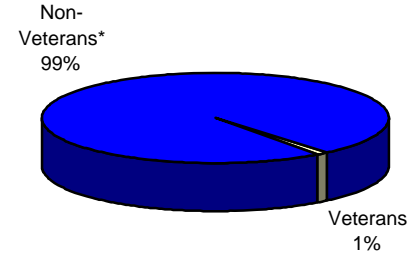
Gender



Disability Status



Veterans Status



*Some data shown are excluded for the source table.



**United States Office of
Personnel Management**

1900 E Street, NW
Washington, DC 20415

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